

# Annual Review

2024 - 2025

# AEM

Autism East Midlands



**Supporting Autistic People**  
*Promoting Independence*



# Welcome

to Autism East Midlands

## Robert Woodford

Chair of Trustees

It is a privilege to introduce this Annual Review and to reflect on another year of resilience, progress and impact across Autism East Midlands.

I would like to begin by offering my sincere thanks to George Smith, whose tenure as Chair of Trustees came to an end during the year. George gave his time and expertise generously, guiding the charity with integrity and purpose, including through the significant challenges of the Covid-19 pandemic. I am pleased that he remains on the Board as Vice Chair, where his experience and insight continue to be of great value. On behalf of the organisation, I thank him for his leadership and for the strong foundations he leaves behind.

This review demonstrates the breadth and quality of our work, and the positive difference it continues to make to autistic people and their families across the region. However, it would be remiss not to acknowledge the increasingly difficult context in which this work is delivered. Ongoing pressures arising from national policy decisions, constrained funding settlements and workforce challenges continue to place significant strain on the social care and education sectors. Demand for support is rising, while the systems designed to fund and commission that support are becoming ever more complex and restrictive.



Reading this report, I am struck by the dedication, professionalism and compassion evident across the organisation, and it is a source of real pride. Delivering high-quality, person-centred support in the face of these challenges would not be possible without the commitment and resilience of our staff who are incomparable. They deserve our thanks and deep appreciation.

I would also like to thank my fellow trustees, along with our volunteers, fundraisers, supporters and partners, for their continued guidance, generosity and commitment throughout the year.

As we look ahead, the Board is firmly focused on the successful delivery of our new five-year plan. Developed collectively and grounded in our values, this strategy sets a clear direction for the organisation and provides a framework for sustainable growth, effective governance and continued improvement in outcomes for autistic people and their families.

We have now begun implementing this plan, and the Board will take a role in overseeing its delivery, ensuring that ambition is matched by responsibility and that quality remains at the heart of every decision we make. We do so with confidence in the organisation's leadership, and in the commitment, skill and values of the people who bring this work to life each and every day.



## Jane Howson

Chief Executive Officer

In our 2020 – 2025 strategy, we aimed to:

- **Amplify the voices** of autistic people
- **Ensure continued improvement** of the quality of our services
- **Provide ample evidence-based support** through partnerships and training resources
- **Focus on maximum impact** by investing into the development of services, including employment and social opportunities for autistic individuals

As evidenced by the stories in this review, our strategy paid off; and these achievements enable us to open up new services and build upon existing provisions.

We're excited to unveil some of our projects in the pipeline, like our Old Fire Station day service, our Training Centre, a new social enterprise and of course, our school in Braithwell, all of which will be open by the time of our next Annual Review in 2025-2026.

Keep your eyes peeled. We have a lot of exciting things on the horizon, and our teams are working extremely hard to keep the momentum going and ensure that every penny raised in support of Autism East Midlands is making the world a better place for autistic people.

We're proud of all that we've achieved in 2024-2025, and with our new strategy in place, it was a period where we were able to reflect on our successes as well as charter our course for the future ahead.

It's vital for us to ensure that what we offer is meeting the needs of the people we support but is also sustainable in the coming years and developing the scope of what we do.

It was also a time to review what we set out to do in our 2020-2025 Strategy Plan – no small feat, coming out of COVID times – before looking to the future.

## About AEM

We provide support to families across the region from Nottinghamshire, Yorkshire and Derbyshire through to Leicestershire, Lincolnshire and Northamptonshire.

Our services include:

- Residential support and supported living
- Flexible day services
- Respite support
- Employment coaching
- Family support hubs
- Specialist education at Sutherland House School

- Parent workshops and Autism Awareness training

While we've grown, our support is still very much led by the people we support. We strongly believe that every individual has the right to live with choice, independence and dignity.

## 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.*



# Adult Services

## Living Well, With the Right Support

In this section we will share stories from the people we support and key achievements from our residential, respite and day services.



## Day services...

Our stories of success, developing skills and newfound independence, will look different depending on the service user. Support needs, just like people, are diverse.

For one individual we support, it may be going out to their local cafe with support in managing their anxiety. For another, it may be learning how to count pennies or use a computer for the first time, adapting to the ever-changing digital world we live in.

*When we talk about positive outcomes, our person-centred approach means that every outcome will be unique to the individual - and we wouldn't have it any other way.*

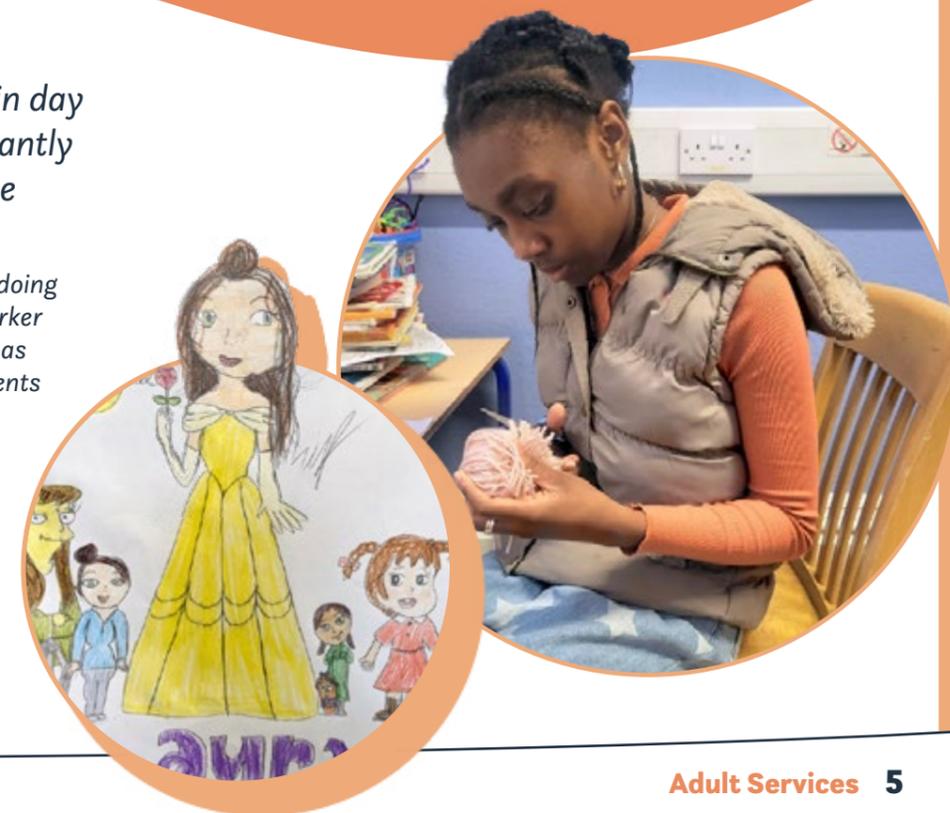


### Nurturing creative talents

*One of the joys of working in day services is that we're constantly amazed at the talents of the people we support.*

*Hamilton service user Zin has been doing creative crafts with her Support Worker Jurgita. With Jurgita's support, Zin has been able to explore her creative talents from a safe and calming place, and we're so proud of her talents in drawing and crafts.*

*Pictured right is a drawing that Zin did of her Hamilton staff members as cartoon characters, with Laura O'Halloran taking centre-stage as Belle from **Beauty and the Beast**.*





## Pickle me this...

The Sherwood Centre has recently branched out into a new enterprise: producing pickled onions and red cabbage.

Building on this exciting development, the Horticulture Team decided to take the project one step further by pickling produce they have grown themselves.

The horticulture programme at the service is built around the full lifecycle of growing fresh vegetables—from preparing soil and sowing seeds to nurturing plants, harvesting crops, and now processing and preserving the produce. Throughout this process, individuals develop a wide range of practical skills and horticultural responsibilities, such as plant care, tool handling, garden maintenance, and understanding seasonal growing patterns. These hands-on learning opportunities not only increase confidence and independence but also foster problem-solving, teamwork, time management, and responsibility for living plants.

By taking their home-grown vegetables and learning how to pickle and package them for sale, participants are now transferring their horticultural skills into a small enterprise. They gain experience in food preparation, following step-by-step processes, maintaining hygiene standards, and working safely—skills that further build independence and open doors to future vocational opportunities.

Introducing this new enterprise to their already well-managed horticulture projects has created an additional income stream for the service. The funds raised will be reinvested into the horticulture programme for the next financial year, supporting new tools, seeds, equipment, and learning opportunities.





# Travel Training

Scott, Daniel and Ali from our Hamilton service did some travel training on the Nottingham tram.

The training involved learning how to use travel cards, how to call for help if they need it and pressing the bell to get off.

Public travel spaces can be areas of concern for some autistic people, as public transport has many changing variables that can cause anxiety.

- Noise levels
- Number of people around
- What times the trams arrive
- What to do in case of delays
- Where to go
- Walking or commuting to/from the station

This is just one of the ways that we help our service users gain the skills and confidence to live with independence and choice.



# Volunteering

Rachel's favourite place in the world is the local charity shop.

Her goal was to volunteer, learning step-by-step how to do the work independently without the support of our staff.

Working to achieve her desired outcomes, the team at Dukeries helped Rachel to set small steps to help her progress in the right direction but also make sure that it wasn't overwhelming.

Starting small, she began doing ten minutes of volunteering each week, allowing her to build this up over time.

Rachel now works for a full hour and a half each week, and she is still working on developing this further.

You can see Rachel beaming as she proudly shows off her certificates with Support Worker Paige in honour of Volunteers Week.

Everyone at our Dukeries centre is so proud of how far Rachel has come and how much she has achieved.



## Building boxes and birdhouses

Ben at our Sherwood Centre spent a lot of time in the woodwork area building a box for his collection of mini-cars, until he finally finished it.

Later in the year, many of the people we support at the Sherwood Centre put their new woodworking skills to the test when they built a birdhouse together, which now sits proudly at the centre.

# Residential services...

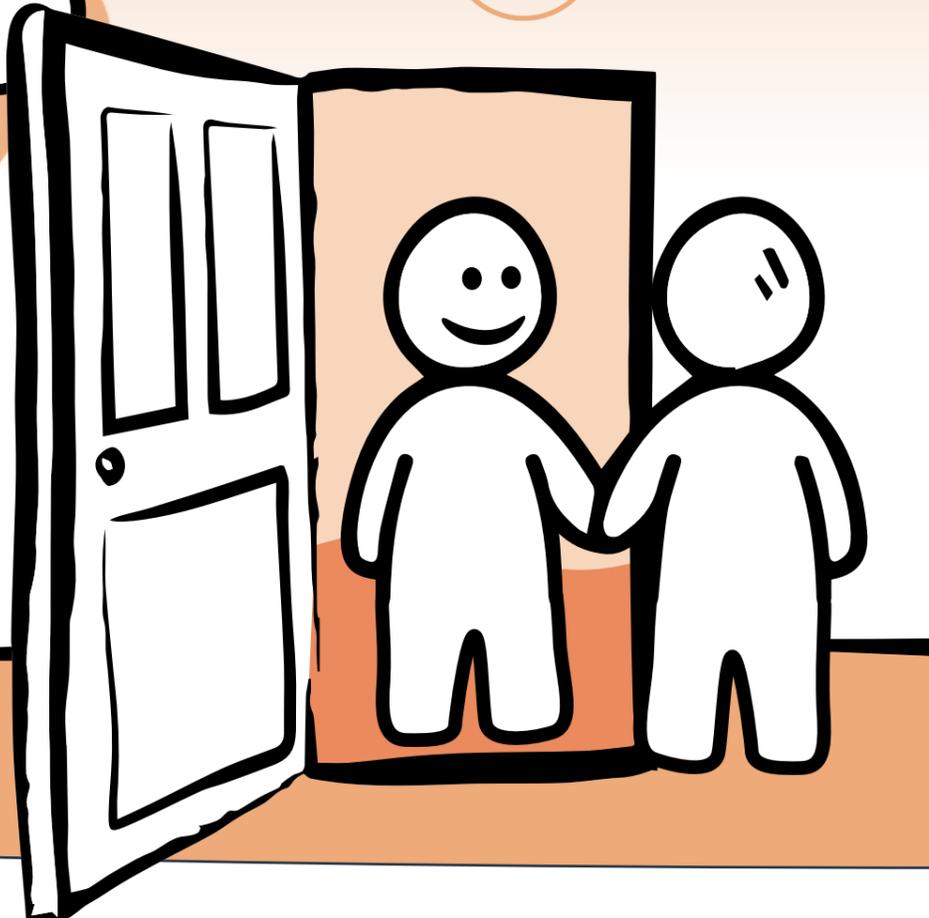


Our residential services are designed to help people gain the skills they need to become more confident, independent and achieve the desired outcomes that are important to them and their families.

Our staff have continued to deliver an exemplary service which takes into account person-centred support as well as community-based engagement and activities.

57

people have been supported through residential services



# Experiencing new things



Alan has achieved some amazing first time experiences in the past 12 months that we would all take for granted.

Bowling used to be hard for Alan, the noise, smells and food (which he loves) would be too much for him and he would become distressed.

Thanks to the dedication of our teams and Alan`s willingness to work with us, we have seen this be the year Alan makes some huge steps towards more meaningful engagement and independence.

Bowling? No issues here, Alan has been successfully engaging in this activity without distress following the team taking some small steps to work towards this outcome.

Some people do not think twice about a nice pint in their local pub. For Alan this can be very difficult when you consider the sensory impact of the different smells and noise.

Not only has Alan been to his local pub for a pint with his staff team he has also eaten a lovely meal there in celebration of his birthday.

This has been a year of outcomes for Alan, he has engaged in bowling, visiting the local pub and has been out shopping for his food without distress or incidents.





## Andy's progress to independence:

Andy has been very open with staff about wanting to increase his independence.

He would eventually like to live in a supported living setting with a reduced level of direct support from staff. Andy worked with his staff team to devise a number of outcomes he could work towards that would be vital for independent living – these largely focused on managing his own finances and administering his own medication.

Andy told us:

*"I have learned how to administer medication and how to record medication with staff support and guidance, this has included me learning more about adverse reactions and why I take medication. The things I have learned are the times I take my*

*medication, I will inform staff myself when it is time to take my 6pm medication, how much medication I take and what I take them for and I count the medication that is in my boxes and sign the recording sheet to evidence how many tablets I have taken and how many tablets I have left.*

*Staff have also been helping me with my finances; they are supporting me to count amounts of money so I will count change that I bring back with me when I spend money. I have started to carry my money with me instead of staff doing this for me. The next thing I want to achieve is to download an online banking app so I can keep my card on me instead of cash."*

Andy's independence is really important to him. The outcomes he wants to achieve are all things well within his grasp, and those who know him well can already see how much more confident he is. With consistency, a little bit of guidance and encouragement from staff, Andy has already learned so much on his independence journey so far and his enthusiasm for continuing learning is infectious!



# Respite services...

Our Whitegates respite service has gone from strength to strength as it enters its third year since being established. In that time, it has become a lifeline for the families of many service users,

who can feel supported in the knowledge that our trained, qualified staff are able to support their loved ones in times of need.



**42**  
People have been supported through respite service

## Emma's first stay

Emma had just turned 18 when she came to our Whitegates respite service for the first time.

During her stay she enjoyed playing games, cooking and working on her independence skills such as selecting what foods she'd like to eat.

Our staff were so touched when Emma wrote us a lovely letter about her stay.



The staff at whitegates made my first stay really enjoyable. The staff were good at checking to see how I felt and I had free choice on my food and activities. The night staff were really good when I didn't feel okay. All the staff engaged in conversations with me and treated me like I was not a child. The staff will always stay until your problems are sorted.

I have got a positive relationship with Jade, Kelso, Demi, Gemma, Nicola, Stacy, Rachel & Lisa they have all made me feel comfy staying here and I can't wait to stay again.

Emma.

# Driving for success



## Lucy and Emma's story...

Nothing makes us smile more than seeing the people we support achieve their outcomes.

Lucy wanted to learn how to drive, allowing her more independence and ability to perform tasks in her day-to-day life.

Our team at Whitegates supported Lucy, who was later thrilled to find out that she had passed her driving test.

Staff presented Lucy with a card which read 'Bye bye L plates! Hello road trips!'

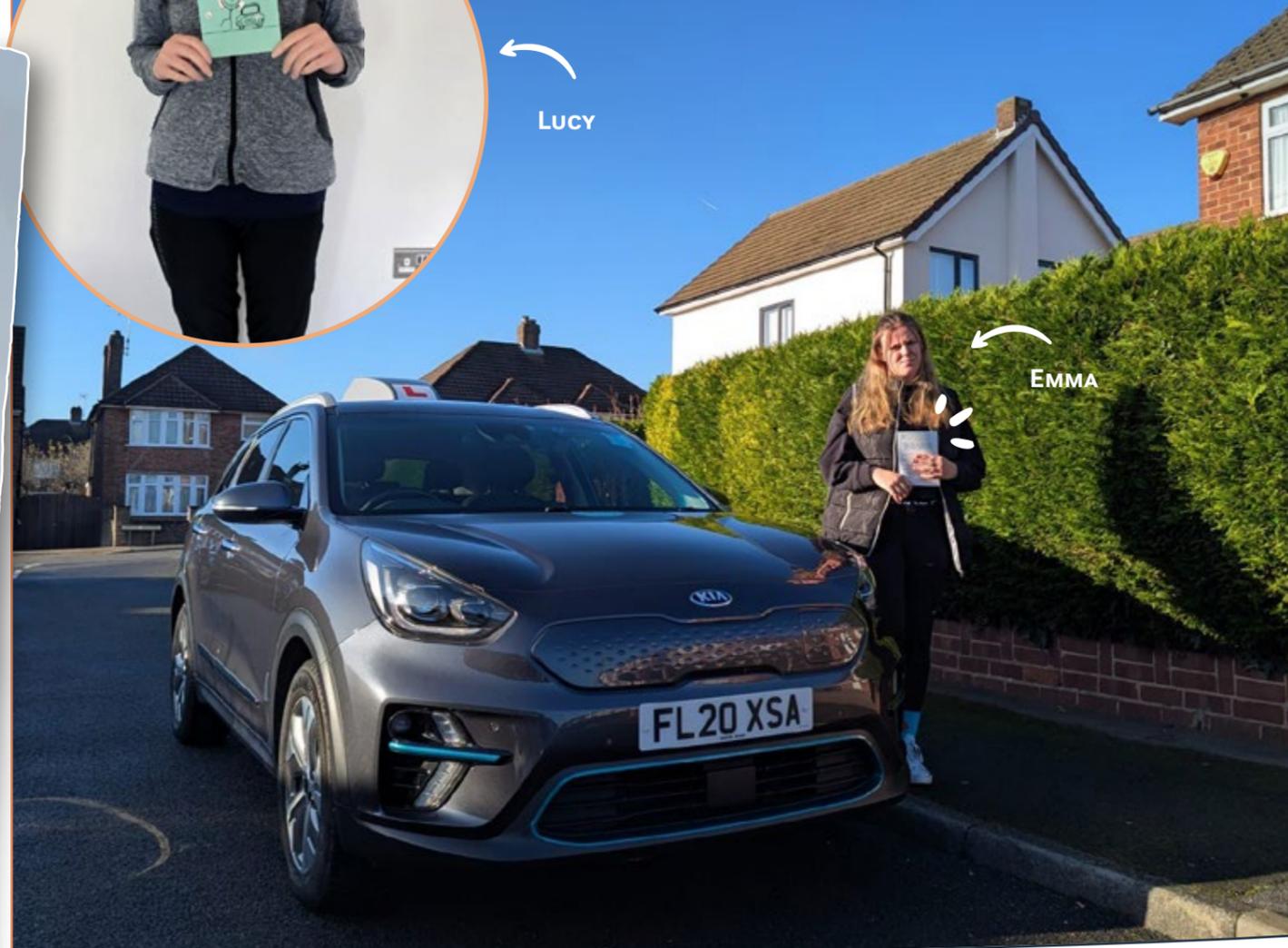
While we were proud of Lucy and her efforts, staff at Whitegates were surprised to find that her sister Emma, who also attends Whitegates, wanted to learn to drive as well!

Like her sister, Emma was also successful in passing her test with support from our team.

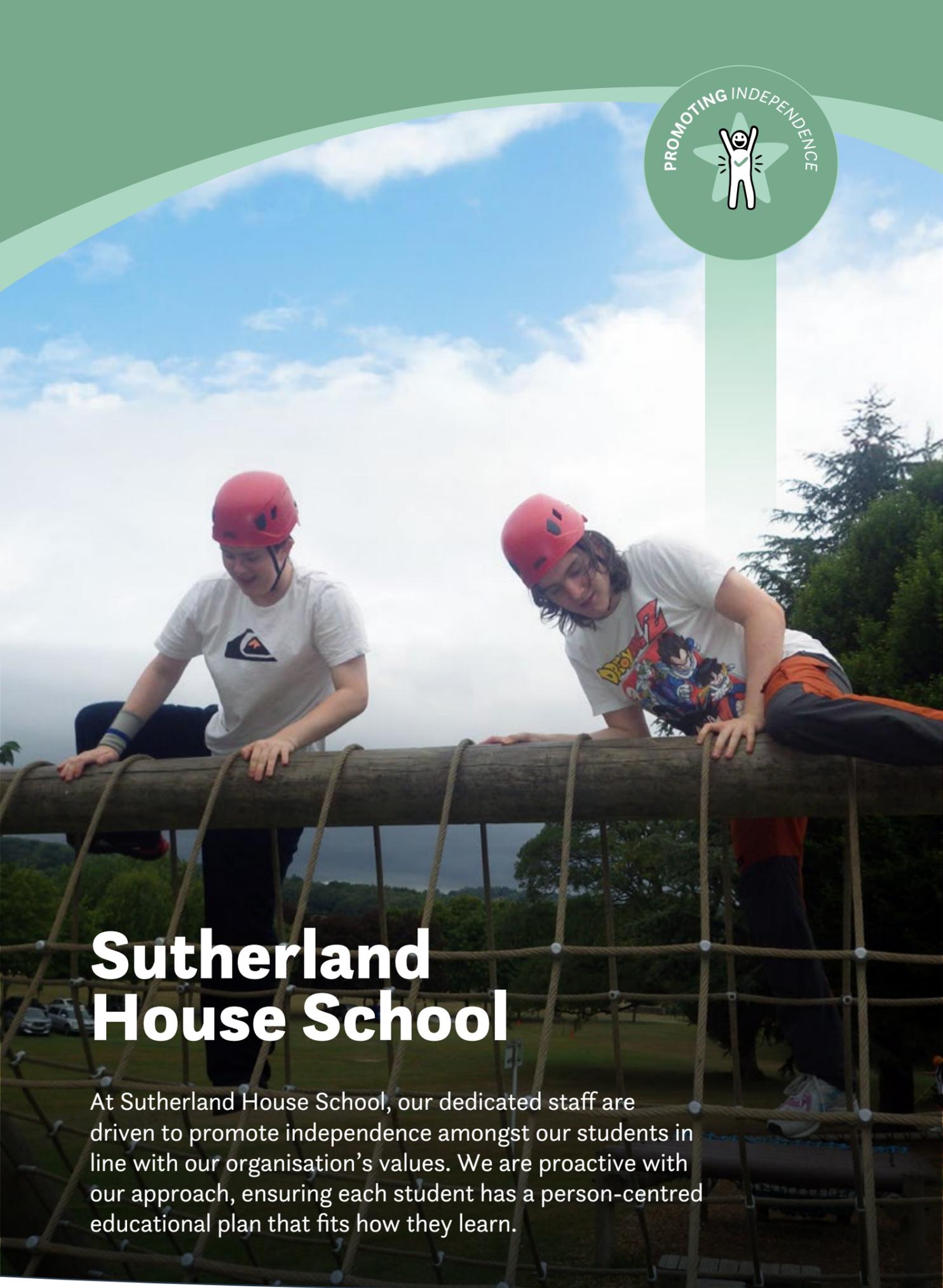
We're so proud of the two sisters for taking these important next steps to independence.



LUCY



EMMA



# Sutherland House School

At Sutherland House School, our dedicated staff are driven to promote independence amongst our students in line with our organisation's values. We are proactive with our approach, ensuring each student has a person-centred educational plan that fits how they learn.

## Sutherland House School





## Positive Social Sessions

*Exploring the highs and lows of social media.*

*Sutherland House School students attended a Positive Social session, which explored both the benefits and risks of social media.*

*A key highlight was a video demonstrating how easily personal information can be accessed through social media accounts. Students also examined real-life examples of the consequences of posting without careful consideration.*

*Dan emphasised how venting frustrations on gaming platforms can have serious repercussions, potentially affecting future careers and, in some cases, leading to legal trouble.*

*The session also addressed the impact of online bullying and the importance of reporting harmful content to a trusted adult, school staff, or through social media and gaming platform reporting tools.*

*Throughout the session, students participated actively, offering thoughtful insights and engaging positively in discussions, and we're pleased to know that our students will be able to stay safe when going online.*

*These sessions were a vital part of ensuring that our students were feeling safe and confident when browsing independently online.*



## Christmas play

*Special 'Lion King' Christmas play features original student artwork and performances*

*Sutherland House School students performed their Christmas play which was inspired by the Lion King.*

*The performance was the result of months of planning from both staff and students, and included dozens of props from wildebeest masks to meerkat costumes.*

*Everything from banners to masks to set pieces were crafted and designed by the students with support from staff.*

*Here is some of the high praise we received from parents after the performance:*

*"All the students were amazing, well done so proud of you all"*

*"The students were absolutely wonderful and have worked extremely hard, proud of all of them."*

*"We're so proud of all the students! You all worked so hard and had so much fun too!"*





## One year later: Marchant House Training Centre

*In our last Annual Review, we shared the news that we had recently launched our training centre for Sutherland House students to learn valuable independent living skills.*

*One year later, we're proud to share that our students have developed a range of skills from regular visits to our Marchant House in Chilwell, learning the fundamental basics of domestic skills such as cooking, cleaning or gardening.*

*While these skills may be taught in a classroom, our Marchant House centre offers the unique benefit of providing a ready-made domestic setting for students to become immersed in the day-to-day tasks that are required when running a household.*

*As a result, older students can leave us with key foundational knowledge that will support them and allow them to be independent as they enter adulthood.*

*In the Spring and Summer, our staff can educate our students on tasks such as mowing the lawn or moving the top soil of a garden to get it ready for summer.*

*Students can also practice acts such as preparing their own lunch or cooking a dinner, within the safety of a supported learning environment.*

*The creation of the training centre was made possible thanks to a grant of £30,700 awarded from the Wolfson Foundation to Autism East Midlands. The building itself was donated to Autism East Midlands by the late Eric Kenneth Marchant, and is named after him.*

*Many students have walked away with an ASDAN Independent Living qualification from their time at Marchant House, and we sincerely believe this gives them the best possible start as they move into a more independent adulthood.*



## Exploring interests: Horse Riding & Gymnastics

*Learning doesn't always take place in a classroom.*

*We recently announced a partnership with the Belvoir Vale Riding for the Disabled Association to deliver weekly horse-riding sessions for our students, some of whom had their very first rides in these sessions.*

*Students from our purple pathway also did weekly gymnastic sessions at Robin Hood Gymnastics.*

*We introduce these activities because we really, truly strive for individualised support for students based on their needs and desired outcomes.*

*Introducing these experiences, especially at an early age, helps to ease anxieties when faced with new activities and offers opportunities for them to independently pursue these interests outside school.*





## Sneinton Centre

Sutherland House students helped transform Sneinton Community Centre to get them ready for Christmas.

In December, students from one of our older classes opted to do some work experience at Sneinton Community Centre, committing to every week over six weeks.

They had a variety of jobs to do including:

- Clearing the outside grounds
- Taking photos and videos for social media
- Preparing and putting up Christmas lights and decorations

Careers Lead Farheen Khan said:

“Students have really embraced the experience to develop and reflect on their employability skills as part of their careers education program. Many thanks to Sneinton Community CIC for giving our students them this unique work experience opportunity.”

Through teamwork and putting their efforts into it, the community centre had a festive, revitalised look, just in time for Christmas!



## Work Experience



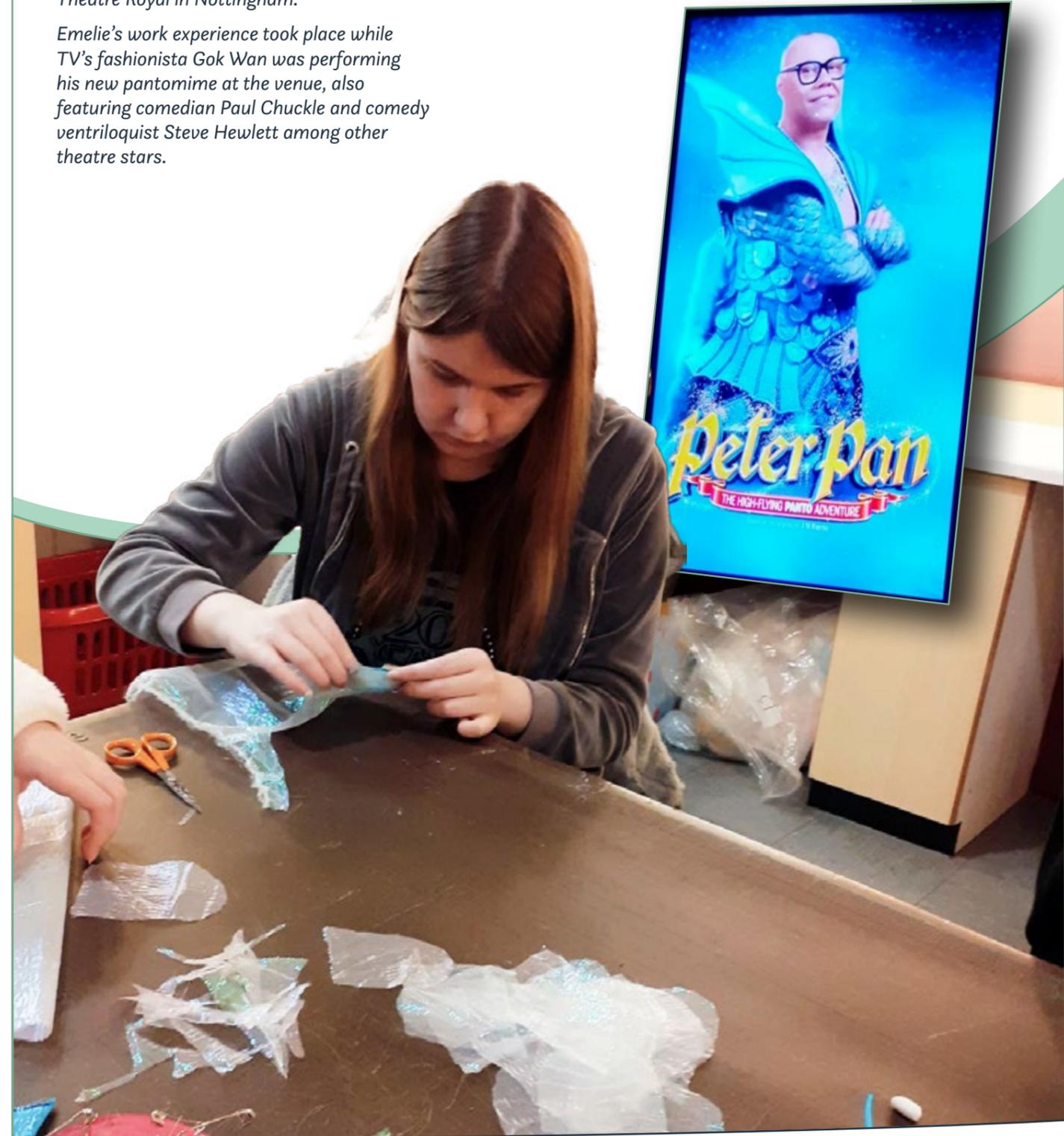
Emelie, who is interested in costume design and fashion, completed work experience at the Theatre Royal.

Emelie has a keen interest in costume design and fashion, so she was thrilled when she was invited to join the Wardrobe department of the Theatre Royal in Nottingham.

Emelie's work experience took place while TV's fashionista Gok Wan was performing his new pantomime at the venue, also featuring comedian Paul Chuckle and comedy ventriloquist Steve Hewlett among other theatre stars.

Over two days, Emelie was given a behind-the-scenes look at theatre life and the hard work that goes on backstage to make the magic happen.

She was involved in the redesign of one of Gok Wan's costumes. She even got to meet the man himself!





## Children's Services

### Independence Through Learning & Growth

In this section we will share stories from our Family Support Hubs, which are monthly meet-ups for families that take place across the East Midlands including:

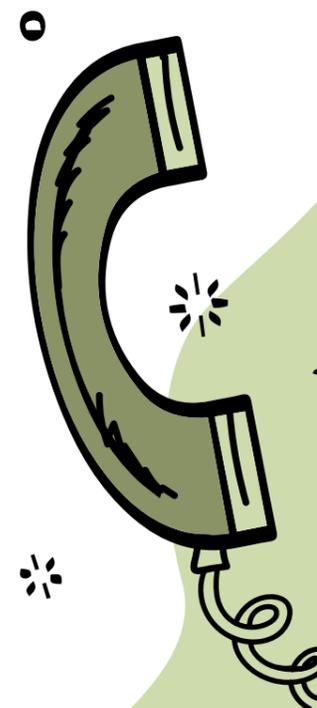
- Nottinghamshire
- Derbyshire
- Lincolnshire
- Leicestershire
- Northamptonshire



**228**  
households  
attended Zoom  
parent/ carer  
workshops



**132**  
Family Support  
Hubs were run



**10**  
enquiries per  
week

**2,395**  
total families supported



## Margaret's story

*"I have an autistic grandson, so I wanted to widen my knowledge of autism"*

For National Volunteers Week, we wanted to celebrate the vital work that our volunteers do and share some words from one of our dedicated Family Support Hub volunteers.

Margaret, who sought out volunteering roles following her retirement, was reading the local paper when she found the request for volunteers at our monthly hub in Northampton.

*"As the grandmother of an autistic grandson I was keen to spend time with other families in similar circumstances and to widen my knowledge of autism. I have been introduced to some amazing families and have gained*

*so much from hearing their stories of resilience and determination to find the best opportunities for their children."*

After speaking with Children and Families Service Manager Lesley Lock, it was clear that Margaret would be a great fit to support the monthly hub, which provides a safe and comfortable space for families of children with autism.

*"I have been warmly welcomed and discovered that is what is often needed is a cup of tea, a listening ear and a safe and inclusive environment for the children. I help to set up the hub and to pack away at the end but the best part is interacting with the children and talking to parents or grandparents. I always leave knowing that all the children had a good time and I look forward to next month."*



## Family Support



**Autism East Midlands received £500 from Newark and Sherwood District Council to support our Newark-based Family Support Hub.**

Our Newark Family Support Hub was awarded £500 as part of the Newark & Sherwood District Council Community Lottery Fund.

The Community Lottery Fund allows local charities and good causes to register with a chance of receiving

a prize every week, under the criteria that it must be a cause that benefits Newark and Sherwood District and its residents.

When Lesley Lock, our Families Manager, registered for the draw right before Christmas, she had no idea they would select our Newark Family Hub as a winner!

These funds will go towards purchasing more toys, fidgets and lights for sensory play and other activities.

These meet-ups usually take place on the first Saturday of the month at the St Giles Community Hall.



### Feedback from a Workop hub attendee

*"I just wanted to say my son really enjoyed himself, he even gets upset when he isn't going to see his best friends for a while! I felt Kerry really connected with everyone."*

# Employment & Training



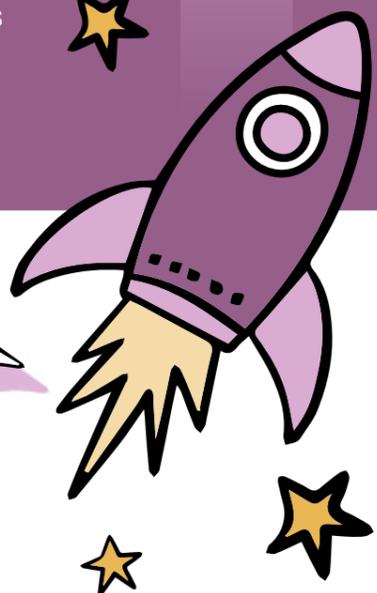
In this section we will share stories from our employment and training teams, where we deliver support to tackle two main issues affecting autistic people:

- Navigating the barriers that autistic people face in employment, such as struggles in writing CVs, managing anxieties for interviews, etc.
- Ensuring employers have the tools they need to support autistic members of staff and increase autism awareness across the charity and business sectors.

**62**  
active clients receiving job support and guidance

**29**  
found new opportunities through our service

**85**  
referrals received throughout the year



# Nadine's Story



*Nadine uses the Autism East Midlands employment service with dreams of finding a job where she can write. She describes her experiences as an autistic person and how our employment service has helped her.*

*'My name is Nadine Acharki, I am an autistic adult, and this is the story of me.'*

*I was bullied in primary school, by my peers and even my teachers, just because I am different. The way I act in situations, the way I stim when I'm nervous or how I'm sensitive to certain sounds. To other people, that's strange. When I left primary school, I was cyberbullied online by people from my primary class, and the bullying didn't stop when I went to secondary.*

*I was made to feel like I was made wrong, like an experiment went wrong, a Frankenstein or like a polar bear in a rainforest trying to find its way back to its cold home and back to its own, but I couldn't, no matter how hard I tried. I never found a way to make myself fit in.*

*It felt like people hated me. As I spent 5 years in that school, I felt out of place and I always felt so different it hurt because no one understood me. I was bullied and picked on, I was told "Nadine, they are teasing it'll stop" but it continued until I reached year 11 and finally left that horrible place.*

*When I got to college, I felt like I fit much better and I met new people and I felt like I didn't have to hide who I was. I started to wear clothes that made me stick out from other people. I started to act differently too and I was much happier.*

*I never found a way to make myself fit in.*

*In the course that I did for two years from 2022 to 2024, I wrote a lot about autism because I'm so passionate about it and I am very educated in what autism is. It makes me happy to talk and write about it because it's so interesting to talk about.*

**'Without autism, I wouldn't be me.'**

*I am 21 now and I am happy, I wish I could go back in time and tell my younger self that she will make it and she will be happy. She just has to work harder than others and be strong.*

*I discovered Autism East Midlands through my work coach who tries to help me get a job. I have been struggling to get an interview at least, so he introduced me to Autism East Midlands and told me they can help me.*

*I called them, then I scheduled an appointment with Oliver and we had a lovely talk. He is helping me a lot to try and get a job and even sending me writing jobs which is something I want to pursue in life and to be my full time job.*

*So, I am Nadine Acharki and I am autistic.*

*Without autism, I wouldn't be me.'*





## Employment support

*“I have settled into my role and feel happy with the job.”*

A has recently settled into her new role as an Autism Practitioner at Autism East Midlands, but before this, she sought the help of Autism East Midlands’ employment service to help her find a suitable role for her.

She shares her story and hopes to encourage others to seek out the service if they are struggling with finding work or in navigating some of the challenges of getting a job as an autistic jobseeker.

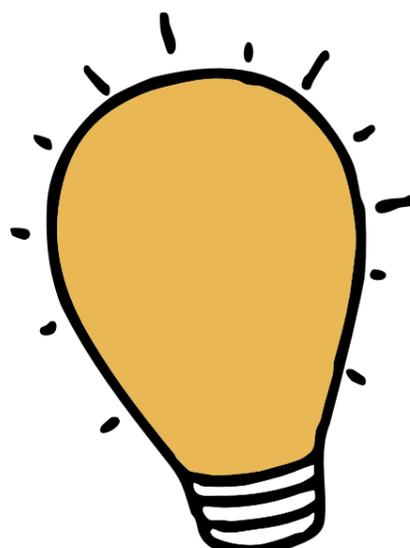
“I have worked with Oliver at AEM since July 2023. We spent time at first looking at job roles that might interest me and any barriers that may need to be overcome to be successful in a role.

We looked at my CV and worked on interview technique and prepared potential interview question answers.

Oliver helped me to look for

suitable job roles and eventually we applied to Autism East Midlands to work as an autism practitioner. Oliver attended the interview with me, and I was successful in getting the role. Oliver came to the beginning of training for the role to show where I would be training and to introduce me to the trainer. He was even able to come and find me when I got lost finding the venue in the snow!

I have settled into my role and feel happy with the job. Oliver has kept in touch offering help where necessary. He was able to help me complete my Care Certificate spending time going through all of the paperwork. I would advise any autistic jobseekers to reach out to Autism East Midlands employment services as they work with you to reach and maintain employment.”



*This testimonial has been posted anonymously at the request of the service user.*



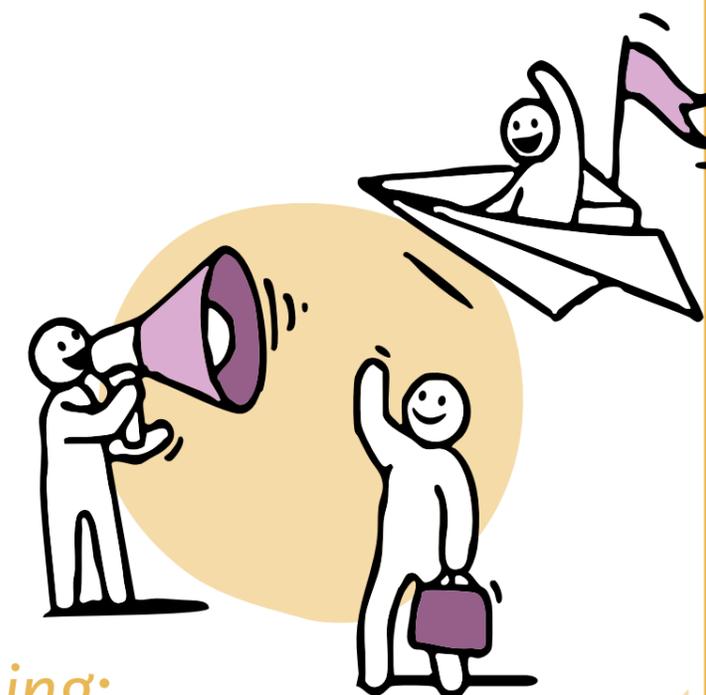
## Training

We truly believe that the world can be a more understanding and accepting place for autistic people.

That’s why we offer full and half-days of Autism Awareness Training packages, delivered by our skilled and talented trainers who really understand autism.

We believe this helps to have important conversations around autism and how we can support autistic people, both in the workplace and in our wider communities.

### Training Statistics...

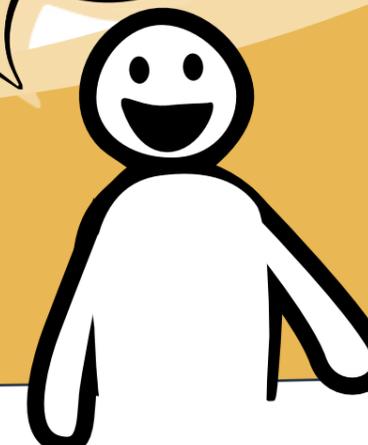


### Feedback from Training:

*It helped hearing lived experiences and prompted thinking around literal thinking and communication.*

*It helped me adjust in the way I speak and offer support to an autistic tenant.*

*It’s the best training I have attended for a long time, interactive, informative and relevant.*



# Our Team

In this section, we share the stories of the people that make all of this incredible work possible. Our staff.

We want to thank every staff member at Autism East Midlands, whether you have been with us for years or started this year, for your dedicated work and support.



# Kerry's Story



*"It's the most rewarding job there is." Kerry's story to Dukeries Assistant Manager.*

In June, we welcomed Kerry Phillipson to Autism East Midlands as our new Assistant Manager at our Dukeries day service.

Thinking back to when she was looking to change jobs, Kerry eventually decided to apply at Autism East Midlands after hearing the experience of a former colleague that had joined AEM as a Support Worker.

Speaking about the change she saw, she said:

*"There was a massive difference. I could see how happy he was. There was no lack of support. He wasn't frustrated or worried. He was allowed to progress, to work his way up."*

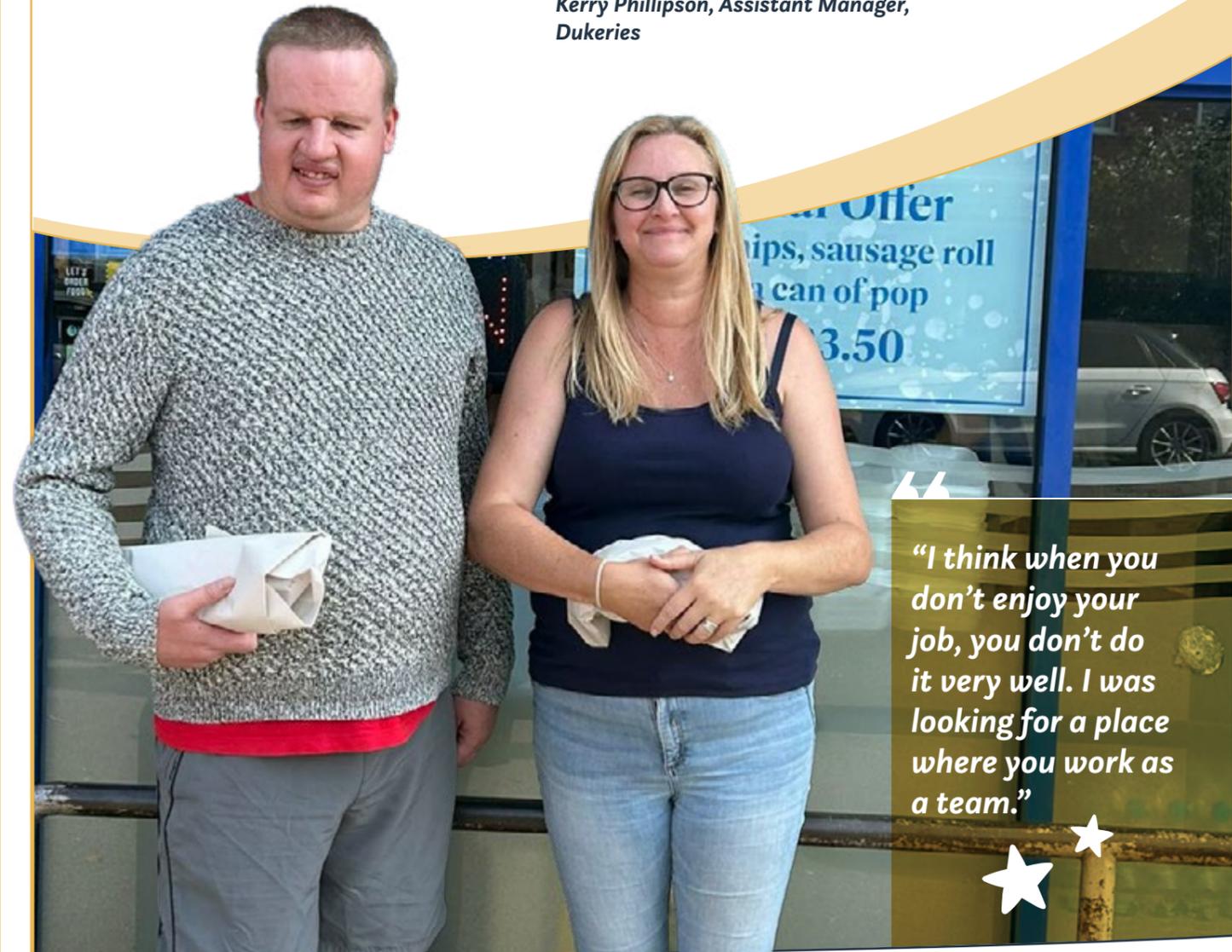
When we asked Kerry about her experience, she spoke at length about the breadth of roles that she has worked in health and social care sector.

Kerry has 18 years experience in the sector which includes titles such as Support Worker, Senior Support Worker, Team Leader and now Assistant Manager. She says that this gives her a thorough understanding of what a job in this field can be like, and the impact that it can have on staff.

*"I think when you don't enjoy your job, you don't do it very well. But at Autism East Midlands I can phone literally anyone, everyone offers help if things are difficult or busy. On my second day in my role, I attended an Assistant Managers meeting, where anyone could raise any issues they were having.*

*That's what I was looking for. I was looking for a place where you work as a team."*

**Kerry Phillipson, Assistant Manager, Dukeries**



*"I think when you don't enjoy your job, you don't do it very well. I was looking for a place where you work as a team."*





# Proud to Care

## AEM staff made finalists in 'Proud to Care' awards

Two staff members were made finalists at the 'Proud to Care' awards led by Nottinghamshire County Council. Irene Spokes (Autism Practitioner) and Matt Riley (Painter & Decorator) were nominated for their efforts.

Irene, who works at our Carlton Road residential service in Worksop, was nominated in the Residential care category.

Her nomination read:

**"Irene goes above and beyond to ensure people enjoy various activities, including a memorable holiday to Butlins last year. Her enthusiasm is contagious, positively impacting both her team and the wellbeing of the people we support."**

Matt won his category for Office & Operational Staff. His nomination read:

**"Matt is so much more than a painter and decorator. He takes time to get to know the people we support, and Matt's understanding of autism has made renovation and decoration accessible and empowering."**



**"Matt's understanding of autism has made renovation and decoration accessible and empowering."**

*Time to Celebrate*



# Nickita's Story

## "It feels like a bit of a dream." Nickita's story from Support Worker to Gardening Lead.

When Nickita joined our Mundy Street day service in 2022, she thought that she had found the perfect life balance.

While working for us as a Support Worker, Nickita was also raising twin boys on the spectrum and taking care of her impressive collection of indoor plants.

Nickita came to work at Autism East Midlands over two years ago, when she had decided that her job as a hairdresser was no longer a good fit for her.

She attended a local jobs fair at a leisure centre in Heanor, where she learned about Autism East Midlands and was told that she could apply to become a Support Worker.

"I'd never done care work before," she admits, "but with two boys on the spectrum, I knew a little bit about autism."

Thankfully, she describes the staff at Mundy Street as very welcoming and lovely to work with. Meanwhile, Nickita continued to cultivate her gardening passions at home.

When the Gardening Lead role became available, Nickita was initially unsure if the role would fit around her childcare responsibilities, but after a few conversations and encouragement from Lisa, the Mundy Street manager, Nickita decided to apply.

Nickita was offered the position and has since travelled across many of our East Midlands sites, from her local Mundy Street service in Heanor to our Fairview & Lynton residential service in Nottingham, to our headquarters in Creswell.

She describes the benefits that our garden spaces can have on our service users.

- **Calming.** When senses get heightened, our outdoor spaces allow our service users the space to reach a calmer state of mind.
- **Being one with nature.** Many of our service users have an interest in being outdoors. Sometimes they enjoy growing vegetables, or sometimes they like flowers or plants. A well-tended landscape will have a positive effect on service users who enjoy nature and want to spend more time in it.
- **Evoking the senses.** Nickita describes how she has a fondness for quirky plants, and has discovered plants that smell like cola bottles, or lemon sorbet, and how she has even discovered White Strawberry plants that taste like pineapple. For service users with their own particular interests and tastes, this is a very useful skill to have!



**"I am fortunate that AEM adapted the role to the days and hours that I was able to work, while looking after my boys."**

# Thank You!

In this section, we'd like to take the chance to say thank you to all our fundraisers, supporters and donations, big and small, that we've had the pleasure of seeing throughout the year.

Through the many wonderful fundraisers, we are able to continue doing the work that we're proud of and keep working towards our vision for a world that recognises, values and understands autistic people.



## Caitlin's Story



### First time flyer takes skydive for Autism East Midlands

Caitlin was flying high as she undertook a skydive to support autistic people across the East Midlands.

When Caitlin chose to do a skydive, there was a reason that this was a significant milestone for Caitlin.

This was not only Caitlin's first time doing a skydive, but also the first time she had ever been in a plane before.

Caitlin took her skydive on 23 October and has raised £455 for Autism East Midlands to-date.

Speaking before the skydive, she spoke of how her brothers had autism, which is why she wanted to support the charity.

Family member Keith told how Caitlin "didn't show a trace of nerves and enjoyed every moment."

Well done Caitlin and thank you for your generous support!





# Christmas Raffle

## Tesco Christmas raffle raises over £300 for Mundy Street

Staff and service users from Mundy Street were overjoyed to visit their local Tesco to pick up local funds raised via Christmas raffle.

Vicky, Lucy and service user Sam went down to their local Tesco in Heanor to collect a donation that amounted to £310.96, which was raised for Mundy Street day service through a local Christmas raffle.

They also donated two Christmas hampers, which Mundy Street then gave away as prizes in their own raffle to raise extra funds.

We want to thank everyone involved in raising these funds. Lisa, Service Manager at Mundy Street, shared how staff were planning on using the funds to purchase a new greenhouse for those we support at day service to continue their gardening and outdoors learning skills.



# Toyota Donation

## Toyota Charitable Trust donates £3,000 to Mundy Street

We were thrilled this year to accept a £3,000 donation from the Toyota UK Charitable Trust to support our Mundy Street day service in Heanor.

Service manager Lisa Bradbury and Kelly Carrington, Head of Operations and Safeguarding, attended a celebration event to accept the cheque on behalf of Autism East Midlands.

The funds have since supported a new sensory garden at Mundy Street which has helped us create a calming area and assist with the sensory needs of the people we support.



# London Marathon

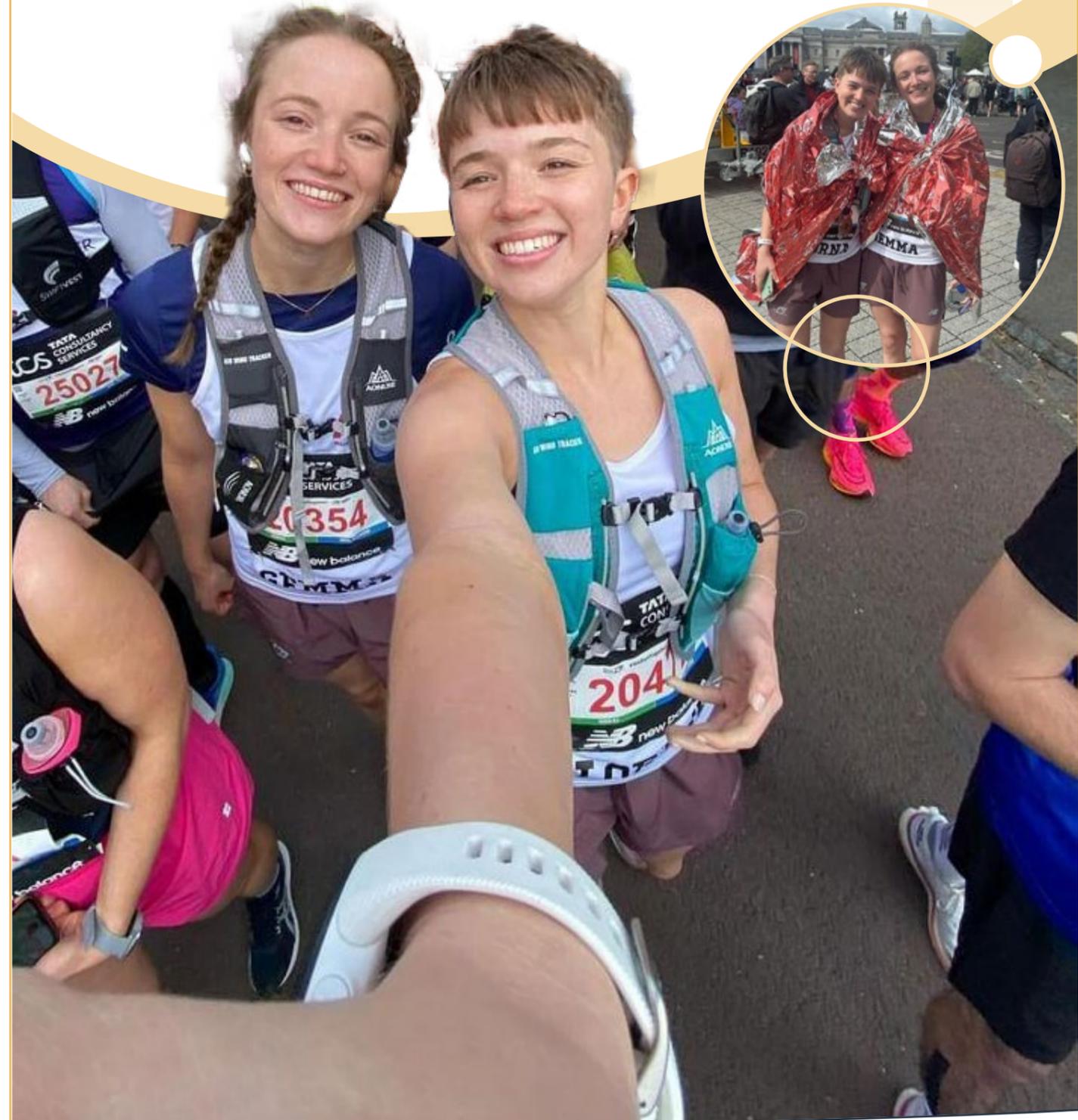
## Runners race in London Marathon for AEM

On Sunday 21 April, 8 runners took on the challenge to run the London Marathon to raise money for Autism East Midlands.

The 8 runners tackled the 26.2 mile route, which went by some of London's most iconic buildings such as Tower Bridge, Tower of London, Canary Wharf and Buckingham Palace.

One of the 8 runners was former Mansfield Town and Chesterfield player and coach, Gary Roberts.

Thank you to everyone who ran for us this year, which raises vital funds for our work and allows us to continue to run our services that benefit families across the East Midlands.





## B&Q Donation

### Sherwood Centre awarded £5000 in funds for new greenhouse.

Our Sherwood Centre day services were awarded £5000 from the B&Q Foundation for a brand-new greenhouse that service users can enjoy.

When our Sherwood Centre staff heard about the B&Q Foundation, who were looking to award grants that made a positive difference in our local communities, they began looking towards the service's garden.

Many service users at the Sherwood Centre enjoy spending time in the garden, including growing their own vegetables and plants. That was when Jo Brown, Service Manager at the Sherwood Centre, came up with the perfect outdoor project for the centre.

Looking at the polytunnel that the people we support used for gardening, the staff realised that this was ten years old and opted to replace this with a new greenhouse to enable more space and a better environment for their users.

The greenhouse that they selected was 17ft wide and 8ft tall.

Service users even got involved, assisting staff in building a base for the greenhouse out of decking boards. The installation team said it was one of the best bases they had built a greenhouse on.

The greenhouse was finally installed on Friday 31st January and service users were thrilled and happy to enjoy this brand-new space for all their gardening ventures.

Huge thank you to all who assisted in this project including Lisa Currie (Gardening Lead), Hayley Dickins (Woodwork Lead) and all the service users in the horticulture and woodwork groups: Ben, James, Sarah, Jordan, Ethan, Jordan and Matthew.

Just in time for spring and the start of the growing season!



We would like to extend our heartfelt thanks to all individuals, organisations, and groups who have generously supported us throughout 2024 and into 2025. Your contributions have made a significant impact on our work and the lives of those we support.

## Special Thanks To:

- COLLEGE PINES GOLF CLUB**
- MR & MRS PEARSON**
- MR & MRS CLARKE**
- GUILDER FOUNDATION**
- TOYOTA**
- BERNADETTE BULMER**
- HENRY AKERS**
- ROBIN HOOD MASONS**
- LONDON MARATHON (8 RUNNERS)**
- BEESTON SCHOOL**
- HEANOR TESCO XMAS RAFFLE**
- KEIRON SHERIDAN**
- CHRIS PIENAAR**
- NEWARK & SHERWOOD DISTRICT COUNCIL**
- GILANDER**
- PRONTO RUGBY**
- MATLOCK ATHLETIC CLUB**
- B&Q FOUNDATION**
- TOYOTA – CHARITABLE TRUST**
- SOUTHWELL FREEMASONS**
- DHU HEALTHCARE**
- DERBYSHIRE COMMUNITY FOOTBALL CLUB**
- SAGE PUBLICATIONS**
- DAVE (MANCHESTER MARATHON)**
- AMY (MANCHESTER MARATHON)**
- JAMES DOBLE**
- ROSS AND KATIE LEVY**
- GARY ROBERTS**
- OLIVER MARKHAM**
- CHRISTY PLUMBING & HEATING**
- DAB CIVIL ENGINEERING CONTRACTORS LTD**
- AMELIA-JAYNE MEAKIN**
- NORTHAMPTON CARE HOME**
- WEST NOTTS COLLEGE STUDENTS**
- BEESTON VOICES YOUTH CHOIR**
- CHARLES, STEFAN AND THE BACKWARDS MARATHON TEAM**
- K MARCHANT ESTATE**



# What comes next?

While we want this Annual Review to celebrate our achievements over the last year, we also want to give you an idea of some of the exciting projects that are coming up, and that we'll be able to share in greater detail in the next Annual Review.

- 1 Opening of our new Sutherland House School in Braithwell
- 2 Ace Popcorn, our brand-new social enterprise
- 3 Launching our Old Fire Station day service
- 4 Relaunch of our Strive group for autistic staff
- 5 Establishing a new Training Centre for Autism Awareness Training
- 6 Unveiling our new Strategy plan for 2025 - 2030



## What Comes Next?



A collage of images related to the 'What Comes Next?' section. It includes a table with materials and a person writing, a school building, a group of people standing together, a training center, and a strategy plan cover. The collage is set against a purple background with white circles containing numbers 1 through 6, corresponding to the list on the left page.

**2** Ace Popcorn logo

**3** School building

**4** Group of people

**5** Training & Social Enterprise Centre

**6** Strategic Plan 2025 - 2030

**Strategic Plan 2025 - 2030**  
Supporting autistic people and families since 1968.  
AEM  
Autism East Midlands

# Trustees' Report

## For the year ended 31 March 2025

Reference and administrative details of the charity, its trustees and advisers for the year ended 31 March 2025.

### Trustees

K R Doble  
G J Smith  
T Ousley  
R J C Woodford  
R W Bell  
J D Morgan (resigned 6 September 2024)  
P Parr  
R D Levy  
D M Perkins (appointed 5 December 2024)  
S D Barnes (resigned 3 May 2024)  
C L Sharpe (resigned 3 May 2024)  
J Cheung (appointed 5 December 2024)  
S D Freeborn (appointed 5 December 2024)  
L J Hall (appointed 5 December '24, resigned 15 May '25)  
P J Pimm (appointed 5 December 2024)

**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 auditor:

Cooper Parry Group Limited  
Statutory Auditor Cubo Birmingham 4th Floor  
Two Chamberlain Square Birmingham B3 3AX

### Bankers:

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

### Trustees' Report For the Year Ended 31 March 2025

The Trustees present their annual report together with the audited financial statements of the group and company for the year ended 31 March 2025. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable 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 (FRS102) (effective 1 January 2019).

## OBJECTIVES AND ACTIVITIES

### a. Policies and objectives

The charity exists to offer support and serve people with an autistic spectrum condition and their families and carers in the East Midlands and respond to changes in government policy and campaigns within the charity's strategic objectives. These activities are undertaken to further the charitable purposes for the public benefit. The Trustees are confident that the charitable aims satisfy the principles of public benefit as defined in the Charities Act 2011, section 4.

### b. Strategies for achieving objectives

#### 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.

In this Strategic Plan AEM is restating its commitment to supporting autistic people and their families and carers at all stages of life.

### Strategic priorities

Our priorities for the next five years are as follows:

#### Our Priorities for Young People are:

- To expand our current educational offer by opening new schools across the East Midlands supporting autistic children and young people.
- Ensure all students leaving our school are supported to have a positive outcome destination by ensuring we start preparing for the next steps in life at an earlier age. We will look at new ways of supporting young people to become successful adults.
- To offer young people a place to live that meets their autism needs.
- To provide a short breaks service so that young people and their families can get a break and enjoy spending time apart.

#### Our Priority for Young People who are becoming adults is:

- To put in place a Transitions Team that supports young people from 16 to 25. This support would start in our school and work with the young person into adulthood.

#### Our Priorities for working age adults are:

- Develop a range of living solutions to meet the developing needs of our residents and others.
- To improve the employment rate amongst autistic people by establishing a Social Enterprise that provides paid employment for autistic adults.
- To offer apprenticeships within AEM that are reserved for autistic employees.
- To further develop our short breaks offer enabling more adults to experience the opportunity for a change of environment.

#### Our Priorities for Older Adults are:

- Develop our understanding of the future needs of older service users, by ensuring all adults have a person centred review.
- Ensure older adults in our care have access to appropriate accommodation that supports their needs.
- Ensure older adults have access to a range of activities that support their interests.

## ACHIEVEMENTS AND PERFORMANCE

### a. Review of activities and key performance indicators

The year ended 31 March 2025 represents another year of strong financial performance and operational progress for Autism East Midlands. Building on the transformational improvements achieved in the previous year, the charity has continued to demonstrate effective stewardship of its resources whilst maintaining its focus on delivering high-quality services to autistic people and their families.

### Financial Performance

The charity achieved an operating surplus of £1,073k for the year, demonstrating continued financial stability and effective cost management. This surplus provides the foundation for strategic investments in service development and quality improvements whilst maintaining appropriate reserves for future sustainability.

Both of our subsidiary companies performed strongly, with Sutherland House (Trading) Limited generating profits of £1,084k and Norsaca (Trading) Limited achieving profits of £1,104k. These profits were gift aided to the main charity, reflecting our commitment to maximising resources available for charitable purposes.

### Service Development

Following the successful acquisition of The Old Rectory in the previous year, we have continued to progress our expansion plans. The development of the Old Fire Station represents another significant milestone in our service expansion, providing additional capacity to meet growing demand for our specialist services.

We have strengthened our workforce by adding new skillsets in the form of a social enterprise lead, reflecting our commitment to developing innovative approaches to supporting autistic people into employment. We have also provided robust support for the next generation of leaders in Adult Services, ensuring continuity of high-quality leadership across our organisation.

Our education services continue to thrive, with sustained demand for specialist provision that meets the unique needs of autistic children and young people. The quality of our educational outcomes remains high, with students achieving meaningful qualifications and developing essential life skills.

### Workforce Development

Investment in our workforce remains a strategic priority. During the year, we continued to enhance our training programmes and professional development opportunities, ensuring our staff are equipped with the latest knowledge and best practices in autism support.

Our commitment to becoming the employer of choice in our sector is evidenced by our continued focus on creating supportive working environments that attract and retain high-quality professionals who share our values.

### b. Factors relevant to achieve objectives

AEM continued to be a specialist autism service provider. This specialism is what makes our services so successful in meeting the needs of autistic people.

The organisation has benefited significantly from the legacy received from the estate of Eileen Burley, which has provided both financial stability and opportunities for strategic development. This transformational gift has enabled us to think ambitiously about expanding our services whilst maintaining the highest standards of care and support.

### c. 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.

As we embark on our new 5-year strategy, our investment strategy remains important in ensuring we can deliver sustainable growth whilst maintaining financial prudence.

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

## FINANCIAL REVIEW

### 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. Reserves policy

Autism East Midlands takes a risk-based approach to the setting of reserves. The objective of this policy is to provide a level of working capital that protects the continuity of the charitable objectives, provide a level of funding for unexpected opportunities and to provide cover for unforeseen risks.

The biggest mitigation against catastrophic loss calling on reserves is the fact that AEM has a very diverse service offer and is commissioned by multiple local authorities.

The levels of restricted and unrestricted funds is monitored and shared with Trustees on a monthly basis.

### c. Surplus

A surplus of £1,073k has been achieved in the year (2024: surplus of £1,546k). This comprises an operating revenue surplus of £1,103k (2024: £1,640k) less defined benefit pension scheme costs of £30k (2024: £94k), resulting in a final operating surplus of £1,073k (2024: £1,546k).

Additionally, there was a defined benefit pension scheme actuarial gain of £980k (capped due to asset ceiling restrictions) (2024: gain of £1,327k), bringing the total net movement in funds to £2,053k (2024: £2,873k).

The group had total funds of £11,753k as at 31 March 2025 (2024: £9,700k), consisting of £133k restricted funds (2024: £146k) and £11,620k unrestricted funds (2024: £9,554k). Unrestricted funds include a designation of £352k (2024: £381k) from the legacy of Eileen Burley which has been set aside for employment and social enterprise. Free reserves stood at £2,443k (2024: £2,155k), representing approximately two months of operational expenditure coverage (2024: 2 months).

### d. 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.

### e. Principal risks and uncertainties

The principal risks across our services continue to be the inflationary pressure on wages and utilities not matched by a rise in fee rates from local authorities.

Whilst National Living Wage levels continue to rise very significantly, most local authorities have not agreed to mirror this increase with sufficient uplift. After more than a decade of limited increases, we are finding the de facto cuts in funding increasingly difficult to sustain in adult social care. Some services are coming very close to not achieving full cost recovery and some care packages are already at that point.

The significant increase to Employers' National Insurance announced during the year has created additional financial pressures across all our services. Combined with forthcoming changes to employment legislation, these factors present ongoing concerns about the sustainability of current funding arrangements.

We continue to work closely with local authorities to develop sustainable funding arrangements that recognise the true costs of delivering high-quality autism services.

### f. Material 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 to make a wide range of cost savings whilst maintaining service quality.

### g. 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 DfE.

Autism East Midlands were the beneficiaries of a large legacy from the estate of Eileen Burley in the prior year. The Trustees agreed to designate this funding to support the expansion of our employment support offer and to develop a social enterprise that will enable the employment of more autistic people.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### a. Constitution

The company is registered as a charitable company limited by guarantee, its charity number is 517954. It was established under a Memorandum of Association which sets out the objects and powers of the charity and is governed under its Articles of Association. The Board of Trustees (previously the Council of Management) are the Trustees for the purposes of charity law and the directors for the purposes of company law.

The principal object of the company and the group is to provide services to people with an autistic spectrum condition and their families and carers in the East Midlands.

### b. Methods of appointment or election of Trustees

Details of Trustees are listed on page 1. The management of the Group and the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

### c. Organisational structure and decision-making policies

During the year under review, the Trustees delegated the day to day running of the charity to the Executive Management Team.

The Board of Trustees delegates some areas of decision making to the following Committees:

- Sutherland House School Governing Body
- Audit and Finance Sub Committee
- Adult Scrutiny Sub Committee
- Development and Enterprise Sub Committee
- Standards and Governance Sub Committee

The Charity wholly owns two trading subsidiaries, Sutherland House (Trading) Limited and NORSACA (Trading) Limited which donate all their profits to the charity. The principal activity of Sutherland House (Trading) Limited is the provision of education services for children with autism or related conditions. NORSACA (Trading) Limited provides a range of residential and non-residential care facilities for people with autism or related conditions.

### d. Policies adopted for the induction and training of Trustees

Through the Trustees work within the Board Committee meetings and through their involvement with family members, Trustees are already familiar with the practical work of the charity. New Trustees are given a comprehensive induction pack and training sessions to familiarise themselves with the charity and the context in which it operates. This training covers issues such as the responsibilities of the Trustees, the main documents which set out the operational framework of the charity, the current financial position and reserves of the charity and any future plans and objectives. They are also given a range of informative literature detailing the services on offer. All Trustees are encouraged to visit the school and adult care centres on a regular basis and to take part in other organised activities.

### e. Pay policy for key management personnel

The key management personnel of the charity are identified in Note 10 of the accounts and are responsible for directing, controlling, running and operating the Trust on a day-to-day basis. All directors give of their time freely and therefore none received remuneration in the year. Details of Trustees' expenses are disclosed in Note 11 of the accounts and related party transactions in Note 25.

The pay of senior staff is reviewed annually and normally increased in line with other staff, this year whilst most staff received a second pay rise this was not applied to anyone in a management position. The Trustees benchmark against pay levels in other charities of similar size. The remuneration benchmark is the midpoint of the range paid for similar roles adjusted for a weighting of up to 30% for any additional responsibilities. If recruitment has proven difficult in the past, a market addition may also be paid in order to attract and retain high calibre personnel, with the pay maximum no greater than the highest benchmarked salary for a comparable role.

### f. Financial risk management

The Trustees have assessed the major risks to which the company and the group is exposed, in particular those related to the operations and finances of the company and the group, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Risks are reviewed annually, and measures put in place to mitigate those of a higher grading.

### Plans for future periods

Autism East Midlands retains its ambition to develop additional educational provision in different counties. Following the successful development of facilities including the Old Fire Station, we have exciting developments planned including the launch in 2026 of a new school and other services planned over the coming years.

Our social enterprise development represents a particularly exciting opportunity to create meaningful employment pathways for autistic people whilst generating sustainable income streams for the charity.

We remain committed to developing innovative service models that respond to emerging needs within the autism community, particularly focusing on employment support and independent living services.

Since the year end, we have continued to strengthen our service provision and explore new opportunities for growth. Details of significant post balance sheet events are disclosed in the notes to the financial statements..

### Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

### Engagement with employees and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Group and the Charity carry out exit interviews for all staff leaving the organisation and have adopted a procedure of upward feedback for senior management and the Trustees.

The group and the company have implemented a number of detailed policies in relation to all aspects of employment matters including:

- Equal Opportunities Policy
- Volunteers' policy
- Health & Safety Policy
- Staff Code of Conduct

In accordance with the company and the group's Equal Opportunities Policy, the company and the group has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. AEM prioritises the employment of autistic people as they are under-represented in the workforce.

Full details of these policies are available from the company and group's offices.

# Trustees' Responsibilities

## Statement

The Trustees (who are also the directors of the Charity 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 Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity 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 Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

### Auditor

The auditor, Cooper Parry Group Limited, was appointed by the Trustees as part of an open tender process.

The auditor, Cooper Parry Group Limited, has indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

**R Woodford**

Trustee

Date: 18/09/2025

# Independent Auditors' Report to the Members of Autism East Midlands

### Opinion

We have audited the financial statements of Autism East Midlands (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

## Independent Auditors' Report to the Members of Autism East Midlands (continued)

### Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

### Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our assessment focused on key laws and regulations the company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice, employment law and relevant tax legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the charitable company's control environment and how the charitable company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the charitable company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's report.

### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

### Kevin Hodgetts FCA (Senior statutory auditor)

for and on behalf of  
**Cooper Parry Group Limited**  
Statutory Auditor  
Cubo Birmingham  
4th Floor  
Two Chamberlain Square  
Birmingham  
B3 3AX

Date: 17 October 2025

## Consolidated Statement of Financial Activities (incorporating Income and Expenditure Account) For the year ended 31 March 2025

		Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Total Funds Restated 2024
	Note	£000	£000	£000	£000
<b>INCOME FROM:</b>					
Donations and legacies	3	103	34	137	461
Charitable activities	5	4,154	98	4,252	3,695
Charitable activities - subsidiary undertakings		13,440		13,440	11,756
Investments	6	15		15	9
Other Income	7	48		48	38
<b>TOTAL INCOME</b>		<b>17,760</b>	<b>132</b>	<b>17,892</b>	<b>15,959</b>
<b>EXPENDITURE ON:</b>					
Charitable activities - subsidiary undertakings		11,251		11,251	9,458
Charitable activities	8	5,423	145	5,568	4,955
<b>TOTAL EXPENDITURE</b>		<b>16,674</b>	<b>145</b>	<b>16,819</b>	<b>14,413</b>
<b>NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)</b>		<b>1,086</b>	<b>(13)</b>	<b>1,073</b>	<b>1,546</b>
<b>Other recognised gains/(losses):</b>					
Actuarial gains on defined benefit pension schemes	26	980		980	1,327
<b>NET MOVEMENT IN FUNDS</b>		<b>2,066</b>	<b>(13)</b>	<b>2,053</b>	<b>2,873</b>
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward		9,554	146	9,700	6,827
Net movement in funds		2,066	(13)	2,053	2,873
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>11,620</b>	<b>133</b>	<b>11,753</b>	<b>9,700</b>

## Consolidated Balance Sheet As at 31 March 2025

			2025		2024
	Note	£000	£000	£000	£000
<b>FIXED ASSETS</b>					
Tangible assets	14		8,898		7,078
			8,898		7,078
<b>CURRENT ASSETS</b>					
Debtors	16	1,834		2,444	
Cash at bank and in hand		4,762		4,405	
<b>CURRENT LIABILITIES</b>		<b>6,596</b>		<b>6,849</b>	
<b>Creditors:</b> amounts falling due within one year	17	(2,539)		(1,924)	
<b>NET CURRENT ASSETS</b>			<b>4,057</b>		<b>4,925</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>12,955</b>		<b>12,003</b>
<b>Creditors:</b> amounts falling due after more than one year	18		(1,202)		(1,353)
<b>NET ASSETS EXCLUDING PENSION ASSET / LIABILITY</b>			<b>11,753</b>		<b>10,650</b>
Defined benefit pension scheme liability	26				(950)
<b>TOTAL NET ASSETS</b>			<b>11,753</b>		<b>9,700</b>
<b>CHARITY FUNDS</b>					
Restricted funds	19		133		146
Unrestricted funds:					
Unrestricted funds excluding pension provision	19	11,620		10,504	
Pension reserve	19	-		(950)	
Total unrestricted funds	19		11,620		9,554
<b>TOTAL FUNDS</b>			<b>11,753</b>		<b>9,700</b>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

**R Woodford, Trustee**

Date: 18/09/2025

The notes on pages 20 to 46 form part of these financial statements.

## Charity Balance Sheet

### As at 31 March 2025

			2025		2024
	Note	£000	£000	£000	£000
<b>FIXED ASSETS</b>					
Tangible assets	14		8,898		7,078
			8,898		7,078
<b>CURRENT ASSETS</b>					
Debtors	16	4,563		5,385	
Cash at bank and in hand		1,581		1,246	
		6,144		6,631	
<b>CURRENT LIABILITIES</b>					
<b>Creditors:</b> amounts falling due within one year	17	<b>(2,087)</b>		<b>(1,706)</b>	
<b>NET CURRENT ASSETS</b>			<b>4,057</b>		<b>4,925</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>Creditors:</b> amounts falling due after more than one year	18		(1,202)		(1,353)
<b>NET ASSETS EXCLUDING PENSION ASSET / LIABILITY</b>			<b>11,753</b>		<b>10,650</b>
Defined benefit pension scheme liability	26				(950)
<b>TOTAL NET ASSETS</b>			<b>11,753</b>		<b>9,700</b>
<b>CHARITY FUNDS</b>					
Restricted funds:	19	133		146	
Total restricted funds	19		133		146
Unrestricted funds:					
General funds:	19	11,620		10,504	
Unrestricted funds excluding pension provision	19	11,620		10,504	
Pension reserve	19	-		(950)	
Total unrestricted funds	19		11,620		9,554
<b>TOTAL FUNDS</b>			<b>11,753</b>		<b>9,700</b>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

**R Woodford, Trustee**

Date: 18/09/2025

The notes on pages 20 to 46 form part of these financial statements.

## Consolidated Statement of Cash Flows

### For the year ended 31 March 2025

		2025	2024
		£000	£000
<b>Cash flows from operating activities (note 21)</b>			
Net cash used in operating activities		2,890	3,308
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Proceeds from the sale of tangible fixed assets		3	518
Purchase of tangible fixed assets		(2,389)	(404)
<b>NET CASH (USED IN) / PROVIDED BY INVESTING ACTIVITIES</b>		<b>(2,386)</b>	<b>114</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Repayments of borrowings		(147)	(141)
<b>NET CASH PROVIDED BY FINANCING ACTIVITIES</b>		<b>(147)</b>	<b>(141)</b>
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>357</b>	<b>3,281</b>
Cash and cash equivalents at the beginning of the year		4,405	1,124
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>		<b>4,762</b>	<b>4,405</b>

The notes on pages 20 to 46 form part of these financial statements.

# Notes to the Financial Statements

## For the year ended 31 March 2025

### 1. ACCOUNTING POLICIES

#### 1.1 Basis of preparation of financial statements

Autism East Midlands is a private company limited by guarantee and incorporated in the United Kingdom. The address of its registered office is given on the Charity Information page.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), 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 Charity.

The significant accounting policies that 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 allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

#### 1.3 Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves held by the Group to be able to continue as a going concern.

#### 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 Group 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 Group 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 Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected

cash amount to be distributed to the Charity, can be reliably measured.

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.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Charity's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it 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 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 Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

#### 1.7 Expenditure

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 once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is categorised under the following headings:

- 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 the 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 the use of the resources.

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

Charitable activities are costs incurred by the company in the delivery of its activities undertaken to further the purposes of the company, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

#### 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 bases outlined below.

At each reporting date the company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	-	2% - 10% Straight Line
Vehicles & equipment	-	10% - 100% 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 regulations 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

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

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

#### 1.10 Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight-line basis over the lease term.

#### 1.11 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The profits of the subsidiary undertakings are gift aided to Autism East Midlands.

#### 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 are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

#### 1.15 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Consolidated statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

#### 1.16 Financial instruments

The Group 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

#### 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 interest cost are shown as a net finance amount of other finance costs or income. Actuarial gains and losses are recognised immediately in other gains and losses.

#### 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.

## 2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

### Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension

liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 March 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

### Critical areas of judgement:

The assessment of the useful economic lives and the method of depreciating fixed asset requires judgement. Depreciation is charged to the Statement of Financial Activities based on the useful economic life selected, which requires an estimation of the period and profile over which the Charity expects to consume the future economic benefits embodied in the assets.

The classification of expenditure between restricted and unrestricted funds is considered a critical area of judgement as certain expenditure can be applied to both funds. Where this is the case, the expenditure is apportioned to both funding streams on an appropriate basis.

## 3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025
	£000	£000	£000
Donations	103	34	137

Effective 1 December 2024, **Derbyshire Autism Services Group** merged with **Autism East Midlands**. Upon merger, Derbyshire Autism Services Group assets and liabilities transferred to Autism East

Midlands and Derbyshire Autism Services Group ceased to operate as an individual entity. Donations above include net assets of £98k transferred from Derbyshire Autism Services Group upon merger.

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000
Donations	45	36	81
Legacies	380		380
<b>Total 2024</b>	<b>425</b>	<b>36</b>	<b>461</b>

## 4. CHARITABLE ACTIVITIES - NET 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 results pre-distribution to the charity is shown below. The amount of gift aid from Sutherland House (Trading) Limited was £1,084k (2024: £1,328k). The amount of gift aid from Norsaca (Trading) Limited was £1,104k (2024: £428k - restricted by loss brought forward).

	Unrestricted funds 2025	Total funds 2025	Unrestricted funds Restated 2024	Total funds Restated 2024
	£000	£000	£000	£000
Sutherland House (Trading) Limited - income	6,737	6,737	5,757	5,757
Norsaca (Trading) Limited - income	6,702	6,702	5,999	5,999
Sutherland House (Trading) Limited - expenses	(5,652)	(5,652)	(4,429)	(4,429)
Norsaca (Trading) Limited - expenses	(5,599)	(5,599)	(5,029)	(5,029)
	<b>2,188</b>	<b>2,188</b>	<b>2,298</b>	<b>2,298</b>

## 5. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025	Unrestricted funds Restated 2024	Total funds Restated 2024
	£000	£000	£000	£000	£000
Residential	2,873		2,873	2,722	2,722
Day services	648		648	674	674
Respite	577		577	287	287
Other services	56	98	154	12	12
	<b>4,154</b>	<b>98</b>	<b>4,252</b>	<b>3,695</b>	<b>3,695</b>

## 5. INVESTMENT INCOME

	Unrestricted funds 2025	Total funds 2025	Unrestricted funds 2024	Total funds 2024
	£000	£000	£000	£000
Bank interest	15	15	9	9

## 7. OTHER INCOMING RESOURCES

	Unrestricted funds 2025	Total funds 2025	Unrestricted funds 2024	Total funds 2024
	£000	£000	£000	£000
Other income	48	48	37	37

## 8. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

### Summary by fund type

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000	£000	£000	£000
Provision of services	5,423	145	5,568	4,924	31	4,955

## 9. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2025	Support costs 2025	Total funds 2025	Activities undertaken directly Restated 2024	Support costs Restated 2024	Total funds Restated 2024
	£000	£000	£000	£000	£000	£000
Provision of services	3,418	2,149	5,567	2,944	2,011	4,955

### Analysis of direct costs

	Total funds 2025	Total funds Restated 2024
	£000	£000
Pension finance costs	43	102
Staff costs	11,617	8,950
Costs recharged to subsidiaries	(8,590)	(6,982)
Agency costs	348	874
<b>Total 2025</b>	<b>3,418</b>	<b>2,944</b>

## 8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (continued)

### ANALYSIS OF SUPPORT COSTS

	Total funds 2025	Total funds Restated 2024
	£000	£000
Staff costs	1,200	1,027
Depreciation	566	529
Other staff costs	172	196
Premises costs	1,109	1,079
IT costs	407	314
Legal & professional costs	106	132
Insurance costs	254	211
Travel costs	131	178
Other support costs	333	356
Office costs	202	214
Governance costs	19	33
Marketing costs	91	20
Catering costs	220	197
Costs recharged to subsidiaries	(2,661)	(2,475)
<b>Total 2024</b>	<b>2,149</b>	<b>2,011</b>

### 10. AUDITORS' REMUNERATION

	2025	2024
	£000	£000
Fees payable to the Group's auditor for the audit of the Group's annual accounts	20	19
Fees payable to the Group's auditor in respect of:		
All taxation compliance services not included above	3	3
All assurance services not included above	2	1
All non-audit services not included above	6	4

### 11. STAFF COSTS

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Wages and salaries	11,128	8,710	11,128	8,710
Social security costs	962	732	962	732
Contribution to defined contribution pension schemes	625	415	625	415
Operating costs of defined benefit pension schemes	102	120	102	120
	<b>12,817</b>	<b>9,977</b>	<b>12,817</b>	<b>9,977</b>

Redundancy payments of £1k (2024: £nil) and severance payments of £20k (2024: £nil) were made during the year.

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

	Group 2025	Group 2024	Charity 2025	Charity 2024
	No.	No.	No.	No.
Teaching staff	116	94	116	94
Care staff	306	279	306	279
Management and Administration	45	36	45	36
	<b>467</b>	<b>409</b>	<b>467</b>	<b>409</b>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025	Group 2024
	No.	No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	3	
In the band £80,001 - £90,000	1	1
In the band £120,000 - £130,000		1
In the band £130,000 - £140,000	1	

The key management personnel of Autism East Midlands comprise the Chief Executive Officer, the Deputy Chief Executive Officer, the Director of Adult Services, the Director of Corporate Services and the Finance Director. The remuneration of key management personnel during the year totalled £522k (2024: £437k).

### 12. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £513 were reimbursed or paid directly to 1 Trustee (2024: £526 to 1 Trustee).

### 13. PRIOR YEAR ADJUSTMENTS

Residential income attributable to Autism East Midlands totalling £152k was previously included within Norsaca (Trading) Limited turnover for the year ended 31 March 2024. This income has now been reversed out of Norsaca (Trading) Limited and recognised within Autism East Midlands. The above adjustment has no impact on the consolidated position, only the individual entity position.

The recharge of expenditure from Autism East Midlands to Norsaca (Trading) Limited has been revised down by £152k for the year ended 31 March 2024. As a result, direct costs in Autism East Midlands have increased by £152k and cost of sales in Norsaca (Trading) Limited have decreased by £152k. The above adjustment has no impact on the consolidated position, only the individual entity position.

### 14. TANGIBLE FIXED ASSETS

#### Group and Company

	Freehold property	Leasehold improvements	Motor vehicles	Office Equipment	Assets under construction	Total
	£000	£000	£000	£000	£000	£000
<b>Cost or valuation</b>						
At 1 April 2024	9,866	257	25	1,086	571	11,805
Additions	213		10	197		420
Disposals	(3)				1,969	1,966
At 31 March 2025	10,076	257	35	1,283	2,540	14,191
<b>Depreciation</b>						
At 1 April 2024	3,532	257	25	913		4,727
Charge for the year	465		2	99		566
At 31 March 2025	3,997	257	27	1,012		5,293
<b>Net book value</b>						
At 31 March 2025	6,079		8	271	2,540	8,898
At 31 March 2024	6,335			172	571	7,078

## 15. FIXED ASSET INVESTMENTS

Company investments in subsidiary companies totalled £6 at 31 March 2025 (2024: £6).

### Principal Subsidiaries

The following were subsidiary undertakings of the company:

Names	Company number	Basis of control	Holding	Included in consolidation
Norsaca (Trading) Limited	08056114	Equity - share capital	100%	Yes
Sutherland House (Trading) Limited	03381476	Equity - share capital	100%	Yes

The financial results of the subsidiaries for the year were:

Names	Income £000	Expenditure £000	Profit / (Loss) for the year £000
Norsaca (Trading) Limited	6,702	(5,599)	1,103
Sutherland House (Trading) Limited	6,737	(5,653)	1,084

## 16. DEBTORS

	Group	Group	Charity	Charity
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Due within one year</b>				
Trade debtors	1,415	2,019	369	445
Amounts owed by group undertakings			3,921	4,603
Other debtors	107	49	52	21
Prepayments and accrued income	312	376	221	316
	<b>1,834</b>	<b>2,444</b>	<b>4,563</b>	<b>5,385</b>

## 17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group	Group	Charity	Charity
	2025	2024	2025	2024
	£000	£000	£000	£000
Bank loans	151	147	151	147
Trade creditors	443	231	443	231
Other taxation and social security	752	856	752	856
Other creditors	289	111	286	112
Accruals and deferred income	904	579	455	360
	<b>2,539</b>	<b>1,924</b>	<b>2,087</b>	<b>1,706</b>

## 18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group	Group	Charity	Charity
	2025	2024	2025	2024
	£000	£000	£000	£000
Bank loans	1,202	1,353	1,202	1,353

Included within the above are amounts falling due as follows:

	Group	Group	Charity	Charity
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Between one and two years</b>				
Bank loans	155	151	155	151
<b>Between two and five years</b>				
Bank loans	493	479	493	479
<b>Over five years</b>				
Bank loans	554	723	554	723

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	Group	Group	Charity	Charity
	2025	2024	2025	2024
	£000	£000	£000	£000
Repayable by instalments	554	723	554	723

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

## 19. STATEMENT OF FUNDS

Statement of funds - current year

	Balance at 1 April 2024	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2025
	£000	£000	£000	£000	£000	£000
<b>UNRESTRICTED FUNDS</b>						
<b>DESIGNATED FUNDS</b>						
Designated Funds - all funds	381		(29)			352
<b>GENERAL FUNDS</b>						
General Funds - all funds						
All funds	10,123	4,321	(5,364)	2,188		11,268
Reserves -						
Subsidiaries		13,439	(11,251)	(2,188)		
Pension reserve	(950)		(30)		980	
	9,173	17,760	(16,645)		980	11,268
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>9,554</b>	<b>17,760</b>	<b>(16,674)</b>		<b>980</b>	<b>11,620</b>

## 19. STATEMENT OF FUNDS (Continued)

### Statement of funds - current year

	Balance at 1 April 2024	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2025
	£000	£000	£000	£000	£000	£000
<b>RESTRICTED FUNDS</b>						
Parenting Fund	7					7
Jones Trust - Science Lab	17		(4)			13
Jones Trust - Whitegates Garden	38					38
BNA Charitable Organisation	38		(13)			25
The Lady Hind Trust	1					1
Winifred Eileen Kemp Trust	9		(4)			5
Old Heanorians	1		(1)			
Gilander Foundation-Children of Northampton	5	1	(4)			2
Wolfson Grant	30		(3)			27
B&Q Charitable Donation		5	(1)			4
Stangward Trust		1	(1)			
Toyota Charitable Donation		4	(1)			3
Derbyshire Autism Services - restricted funds		121	(113)			8
	<b>146</b>	<b>132</b>	<b>(145)</b>			<b>133</b>
<b>Total of funds</b>	<b>9,700</b>	<b>17,892</b>	<b>(16,819)</b>		<b>980</b>	<b>11,753</b>

**Designated funds** - set aside for employment and social enterprise.

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

**The National 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.

**Jones Trust - Science Lab** represents a contribution Jones Trust made towards the capital cost of creating and equipping a science laboratory in our school.

**Jones Trust - Whitegates Garden** represents a contribution Jones Trust made towards redeveloping the garden of a large building in Worksop (Whitegates) to be a centre for Autistic individuals in crisis.

**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.

**BNA Charitable Organisation** - Funding received from the BNA Charitable Organisation contributes towards redeveloping the garden of a large building in Worksop (Whitegates) to be a centre for Autistic individuals in crisis.

**Old Heanorians** - This funding received from Old Heanorians is to support the Heanor Family Support Hub.

**The Lady Hind Trust** - Funding received from The Lady Hind Trust contributes towards redeveloping the garden of a large building in Worksop (Whitegates) to be a centre for Autistic individuals in crisis.

**Winifred Eileen Kemp Trust** - Funding received from Winifred Eileen Kemp Trust contributes towards the redevelopment of the school courtyard and garden at Sutherland House School.

**John Eastwood Foundation** - Funding received from John Eastwood Foundation contributes towards redeveloping the garden of a large building in Worksop (Whitegates) to be a centre for Autistic individuals in crisis.

**Gilander Foundation - Children of Northampton** - This represents a donation to support the children of Northamptonshire.

**Wolfson Grant** - To facilitate the refurbishment of a legacy property to become an education training house for our Autistic service users and school children.

**Next** - This represent a donation to provide equipment for the sensory room at the Hamilton Lodge Day Center

**B&Q Charitable Donation** - Charitable Donation for the Sherwood Day Centre to have a greenhouse for service users to use as part of their activities.

**The Stangward Trust** - Donation for the use of the family hubs of Northampton.

**Toyota Charitable Donation** - Charitable donation for sensory equipment at the Mundy Street Day Centre and Sherwood Day Centre.

**Derbyshire Autism Services Restricted Funds** - Funding received from various organisations/donors for various purposes: Derbyshire County Council Covid funding and Capacity Recruitment Grant, BBC Children in Need, National Lottery Community Fund, Nottinghamshire Community Foundation, Calums Voice, Amber Valley Borough Council S Ways to Wellbeing, Derby Specialist Wellbeing navigator, Derby Wellbeing, Neurodevelopmental Community Hubs, Short Breaks and 1:1 in Community Empowerment.

### Statement of funds - prior year

	Balance at 1 April 2023	As restated Income	As restated Expenditure	As restated Transfers in /out	Gains/ (Losses)	Balance at 31 March 2024
	£000	£000	£000	£000	£000	£000
Unrestricted Funds						
Designated Funds						
Designated Funds - all funds		381				381

	Balance at 1 April 2023	As restated Income	As restated Expenditure	As restated Transfers in /out	Gains/ (Losses)	Balance at 31 March 2024
	£000	£000	£000	£000	£000	£000
<b>General Funds</b>						
General Funds - all funds	9,399	3,786	(4,830)	1,768		10,123
Reserves - subsidiaries	(542)	11,756	(9,458)	(1,756)		
Pension reserve	(2,183)		(94)		1,327	(950)
	<b>6,674</b>	<b>15,542</b>	<b>(14,382)</b>	<b>12</b>	<b>1,327</b>	<b>9,173</b>
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>6,674</b>	<b>15,923</b>	<b>(14,382)</b>	<b>12</b>	<b>1,327</b>	<b>9,554</b>

	Balance at 1 April 2023	As restated Income	As restated Expenditure	As restated Transfers in /out	Gains/ (Losses)	Balance at 31 March 2024
	£000	£000	£000	£000	£000	£000
<b>RESTRICTED FUNDS</b>						
Parenting Fund	7					7
Jones Trust - Science Lab	21			(4)		17
Jones Trust - Whitegates Garden	38					38
Wilson Foundation	4		(4)			
BNA Charitable Organisation	63		(17)	(8)		38
The Lady HindTrust	3		(2)			1
Winifred Eileen Kemp Trust	14			(5)		9
John Eastwood Foundation	1		(1)			
Old Heanorians	2		(1)			1
Gilander Foundation - Children of Northampton		5				5
Wolfson Grant		31		(1)		30
Next			(6)	6		
<b>TOTAL OF FUNDS</b>	<b>153</b>	<b>36</b>	<b>(31)</b>	<b>(12)</b>		<b>146</b>
<b>Total of funds</b>	<b>6,827</b>	<b>15,959</b>	<b>(14,413)</b>		<b>1,327</b>	<b>9,700</b>

## 20. SUMMARY OF FUNDS

### Summary of funds - current year

	Balance at 1 April 2024	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2025
	£000	£000	£000	£000	£000	£000
Designated Funds	381		(29)			352
General Funds	9,173	17,760	(16,645)		980	11,268
Restricted funds	146	132	(145)			133
	<b>9,700</b>	<b>17,892</b>	<b>(16,819)</b>		<b>980</b>	<b>11,753</b>

#### Summary of funds - prior year

	Balance at 1 April 2023	As restated Income	As restated Expenditure	As restated Transfers in /out	Gains / (Losses)	Balance at 31 March 2024
	£000	£000	£000	£000	£000	£000
Designated funds		381				381
General Funds	6,674	15,542	(14,382)	12	1,327	9,173
Restricted funds	153	36	(31)	(12)		146
	<b>6,827</b>	<b>15,959</b>	<b>(14,413)</b>		<b>1,327</b>	<b>9,700</b>

#### 21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

##### Analysis of net assets between funds - current year

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025
	£000	£000	£000
Tangible fixed assets	8,825	73	8,898
Current assets	6,536	60	6,596
Creditors due within one year	(2,539)		(2,539)
Creditors due in more than one year	(1,202)		(1,202)
<b>Total</b>	<b>11,620</b>	<b>133</b>	<b>11,753</b>

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

	Group	Group
	2025	2024
	£000	£000
Net income/expenditure for the period (as per Statement of Financial Activities)	<b>1,073</b>	1,546
<b>ADJUSTMENTS FOR:</b>		
Depreciation charges	<b>566</b>	529
Loss/(Profit) on the sale of fixed assets		1
Decrease/(Increase) in debtors	<b>576</b>	825
Increase/(Decrease) in creditors	<b>645</b>	313
FRS102 pension adjustments	<b>30</b>	94
<b>NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES</b>	<b>2,890</b>	3,308

#### 23. ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group	Group
	2025	2024
	£000	£000
Cash in hand	<b>4,762</b>	4,405
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>4,762</b>	4,405

#### 24. ANALYSIS OF CHANGES IN NET DEBT

	At 1 April 2024	Cash flows	At 31 March 2025
	£000	£000	£000
Cash at bank and in hand	4,405	357	4,762
Debt due within 1 year	(147)	(4)	(151)
Debt due after 1 year	(1,353)	151	(1,202)
	<b>2,905</b>	<b>504</b>	<b>3,409</b>

#### 25. CAPITAL COMMITMENTS

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Contracted for but not provided in these financial statements				
<b>Acquisition of tangible fixed assets</b>	<b>46</b>		<b>46</b>	

#### 26. PENSION COMMITMENTS

The Group operates a defined benefit pension scheme.

Retirement benefits to employees of the Group 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 funded defined benefit pension scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 March 2025 was £142k (2024: £160k), of which employer's contributions totalled £115k (2024: £128k) and employees' contributions totalled £27k (2024: £32k). The agreed contribution rates for future years are 22.3% for employers and between 5.5% and 12.5% for employees.

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 interest cost are shown as a net finance amount of other finance costs or income. Actuarial gains and losses are recognised immediately in other gains and losses.

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

	At 31 March 2025	At 31 March 2024
	%	%
Discount rate	<b>5.8</b>	4.9
Pension increases	<b>2.9</b>	2.95
Future salary increases	<b>2.9</b>	2.95

	At 31 March 2025	At 31 March 2024
	Years	Years
<b>Mortality rates (in years)</b>		
for a male aged 65 now	<b>20.4</b>	20.4
at 65 for a male aged 45 now	<b>21.7</b>	21.7
for a female aged 65 now	<b>23.3</b>	23.3
at 65 for a female aged 45 now	<b>24.7</b>	24.7

## Sensitivity analysis

	At 31 March 2025	At 31 March 2024
	£000	£000
Discount rate +0.1%	299	370
Discount rate -0.1%	306	379
Mortality assumption - 1 year increase	594	788
Mortality assumption - 1 year decrease	576	760
Pension increase rate +0.1%	305	374
Pension decrease rate -0.1%	298	365

## The Group's share of the assets in the scheme was:

	At 31 March 2025	At 31 March 2024
	£000	£000
Equities	12,384	14,164
Gilts	1,859	533
Corporate bonds	1,440	1,104
Property	2,295	2,365
Cash and other liquid assets	1,219	1,339
Inflation Plus	1,549	1,131
Infrastructure	1,640	1,608
<b>Total fair value of assets</b>	<b>22,386</b>	<b>22,244</b>

The actual return on scheme assets was a gain of £846k (2024: gain of £1,882k).

## The amounts recognised in the Consolidated statement of financial activities are as follows:

	2025	2024
	£000	£000
Current service cost	91	110
Interest on obligation	1,117	1,101
Interest income	(1,074)	(999)
Administrative expenses	11	10
<b>Total amount recognised in the Consolidated statement of financial activities</b>	<b>145</b>	<b>222</b>

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

	2025	2024
	£000	£000
Opening defined benefit obligation	23,194	23,320
Current service cost	91	110
Interest cost	1,117	1,101
Contributions by scheme participants	27	32
Actuarial gains	(3,339)	(565)
Benefits paid	(817)	(804)
<b>Closing defined benefit obligation</b>	<b>20,273</b>	<b>23,194</b>

## Movements in the fair value of the Group's share of scheme assets were as follows:

	2025	2024
	£000	£000
Opening fair value of scheme assets	22,244	21,137
Interest income	1,074	999
Administrative expenses	(11)	(10)
Actuarial (losses)/gains	(2,359)	762
Contributions by employer	115	128
Contributions by scheme participants	27	32
Benefits paid	(817)	(804)
<b>Closing fair value of scheme assets</b>	<b>20,273</b>	<b>22,244</b>

The Charity has an unrecognised surplus of £2,113k (2024: £nil) in respect of its defined benefit pension Scheme as it does not expect to recover the Scheme surplus either through reduced contributions in the future or through refunds from the Scheme. Included within actuarial remeasurements on the Scheme's assets of £2,359k is an amount of £2,113k in respect of the restriction on the surplus in the Scheme.

## 27. OPERATING LEASE COMMITMENTS

At 31 March 2025 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Not later than 1 year	101	94	101	94
Later than 1 year and not later than 5 years	152	7	152	7
Later than 5 years	150		150	
	<b>403</b>	<b>101</b>	<b>403</b>	<b>101</b>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£000	£000	£000	£000
Operating lease rentals	94	211	94	211

## 28. RELATED PARTY TRANSACTIONS

During the year, recharges from Autism East Midlands to Norsaca (Trading) Limited were £5,599k (2024 restated: £5,029k) and recharges from Autism East Midlands to Sutherland House (Trading) Limited were £5,653k (2024: £4,429k).

As at 31 August 2025, Norsaca (Trading) Limited owed Autism East Midlands £1,773k (2024: £2,488k) and Sutherland House (Trading) Limited owed Autism East Midlands £2,150k (2024: £2,114k).



# AEM Autism East Midlands

## For more information...

**W** [aem.org.uk](http://aem.org.uk)

**T** 01909 506 678

**E** [enquiries@aem.org.uk](mailto:enquiries@aem.org.uk)



Autism East Midlands

Our achievements over the past year have been the result of the work of our dedicated staff, combined with the significant support of all our partners. If you would like to get involved in our work, we would love to hear from you.

This information can be provided in a more accessible format by contacting [enquiries@aem.org.uk](mailto: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