

Annual Review

2022 - 2023

AEM

Autism East Midlands



Welcome to Autism East Midlands

George Smith: Chair of Trustees

On behalf of the Board of Trustees I would like to thank our staff for another year in which their dedication and care has shone through. As always, I am struck by the fact that without their ongoing commitment, we would not be able to offer the excellent support that we provide.



It was with this in mind that the Board of Trustees gave frontline staff a second pay rise in December 2022. This was in conjunction with other initiatives to support staff with the cost-of-living crisis over the difficult winter period. We did this knowing that this meant that the organisation was under some financial pressure for the second half of the year.

Many local authorities have again indicated that we will receive below inflation uplifts in 2023. After more than a decade of 'efficiency gains' we need a change of approach if adults' social care is to survive.

With this in mind we are increasingly grateful to all of our supporters who have fundraised on our behalf or left us a gift in their will. These pots of funding continue to be crucial to pay for those difficult to fund services such as Family Support and Employment Support.

Jane Howson: Chief Executive Officer

In 2022/23, as we have returned to normal from the pandemic, we have seen people rebuild those old routines and return to activities that they enjoy. This is really good to see. As we move forward, we will continue to expand our offer and open up new opportunities.

You will see in the stories throughout this annual review what a difference our services make to the lives of the people we support. As our Chair of Trustees has said, we could not do any of this without great, highly motivated staff that live and breathe the values of the organisation every single day. I am hugely grateful to each and every one of them.

It is great to read the staff profile stories and how we have supported staff to develop their careers with AEM at a pace that suits them. This year has seen us appoint two new Deputy Directors from within our ranks. Katie Weightman and Ben Brown have hit the ground running and are making a massive contribution to the wider running of adults' services. In school we have seen Suzannah Diamantis, Milly Murray and Laura Conway

promoted to the Senior Leadership team. Here we have had another successful year for students by every measure.

The combination of the talent above makes me extremely optimistic for the future of AEM despite the difficult financial environment we face.



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.

About AEM

We've been supporting autistic people and their families since 1968.

Our charity was founded by a small group of parents in Nottingham, who were seeking a better future for their children. Two years after launching the charity, Sutherland House School was opened to its first students.

It soon it became clear that there was a need for services for adults too and we opened our very first accommodation-based service in Worksop for adults. Today? Well, we now provide support

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

Our services include:

- Residential support
- Support living services
- Flexible day services
- Respite
- Employment support
- Family support hubs
- Parent workshops

- Children's activities
- And specialist education at Sutherland House School.

While we've grown, our support is still very much led by our service users. We strongly believe that each person we support should feel heard, valued, in control, independent, respected, and included.

What did we do

Our year in pictures



The doors opened at Whitegates; our new service in Worksop, offering specialist respite support for autistic individuals, their families and carers all year round.



Brand new Sensory Cafe sessions were introduced firstly at our Mundy Street Day service before being rolled out across other services too.



It's not every day that you get to share gardening tips with royalty, but that's exactly what happened for two Duke of Edinburgh students from Sutherland House School when they got to meet the Duke of Edinburgh during his visit to Stonebridge City Farm in Nottingham.



Sutherland House School got its own library



Bamboozle Theatre Company performed their magical 'Firebird' show for students at Sutherland House School. At the end the whole school took part in an impressive group performance.



During National Afternoon Tea Week in August, our Poplars service opened up their garden and invited family and friends over for tea and cake.



A wide variety of activities were organised over the summer. The guys from our Hamilton service headed off for a day trip to the Crich Tramway Village. They enjoy all things transport related and loved their time in the Derbyshire transport museum.



In the lead up to Halloween, our Beechwood service had so much fun taking their pick of the pumpkins before getting them ready for a pumpkin carving competition.



It was celebrations all round at Sutherland House School with the release of the GCSE results. An impressive 86% of GCSE entries achieved Grade 4 and above and there were 35 successful Entry Level accreditations.



Clock enthusiast Adam from our Retford service enjoyed a day out in London dedicated to searching out all the famous clocks throughout the city.



Huge snooker fan, Joanne was thrilled to see world number one player, Ronnie O'Sullivan, play at Mansfield Civic Centre. And her day was totally made when she got a signed picture of her sporting hero.

Youngsters put their skills to the ultimate test when our Northamptonshire Service organised a special trip to a local escape room experience. They got the chance to learn new skills and meet new friends, whilst having loads of fun.

In the lead up to Christmas, our services had lots of fun decorating their festive trees and, for the first time in three years, everyone was able to gather for a big Christmas get-together. There was food, music, dancing, and lots of smiles.



Youngsters from our Northamptonshire Children and Young People's Service enjoyed a wide variety of activities over the year. They ranged from visits to escape rooms and country parks to this trip to Herrings Green Farm in Bedfordshire, where they got the chance to handle some of the owls.



Sutherland House School

Education for young autistic people

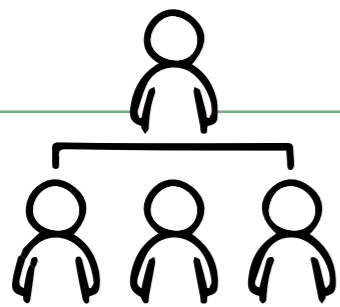
Here at the school, we're passionate about providing the very best education for children and young people with a diagnosis of autism.

Our dedicated teaching and support professionals work together to enable our students to discover their full potential. We want to give them every opportunity to reach their goals.

Students range from the age of three through to the age of 19 and whatever their needs or abilities, we tailor our support to meet their specific needs.

Moving on, moving up

At Sutherland House School we love to celebrate all that goes on for our students during their years with us, but we are acutely aware that our role as a place of education is to successfully prepare our young people for their next steps in life. We would like to share some examples of the remarkable achievements and transitions our young people have made as they progress towards adulthood.



4 employment engagement talks and visits were organised for students as part of their careers programme



62

students attended Sutherland House School.

86%

of GCSE entries at Sutherland House School achieved Grade 4 and above

- and there were 35 successful Entry Level accreditations



4

companies provided work experience opportunities for students



Adam engaging in a technology event with Ideagen Software Solutions



Adam - Work Experience

Having spent a number of years at Sutherland House School exploring his specific interest in computing and developing his knowledge and skills in this area with the support of key teaching staff, Adam (Y14), embarked on a long-term placement with IT management service, Addooco. Initially the team around Adam were conscious of the significant professional and technical demands that would

be placed on Adam in undertaking the role of IT Technician and Advisor, but a few weeks in and it was clear that he was well-prepared for this challenge. Adam has now maintained his placement for the majority of an academic year and been successful in building professional relationships and executing his responsibilities with skill and aptitude.

Stefan Confetti College

After a number of years with Sutherland House School, Stefan began to express a wish to return to mainstream, post-16 education, to be able to pursue study in game development. With this in mind, the team around Stefan worked hard to support him in securing strong outcomes at GCSE, to enable him to enter his chosen course at Confetti College, Nottingham. Sure enough, Stefan passed his English and maths GCSEs with strong grades and was able to transition to his Level 1 course in Creative Technology. Approaching the end of the term, and not only are the college suggesting that Stefan jumps to Level 3 accreditation, due to his skill and aptitude, but he has also taken on the role of Student Representative petitioning for a gym and healthy foods to be available at the college. Both Stefan and his parents feel that Sutherland House School, and the staff who supported him, had a pivotal role in his success, and we cannot overstate how proud we are of all he has achieved.



Stefan enjoying some of his active pursuits - climbing and running.

Raushan Portland College

Raushan is another of our students who has made a successful transition into further education, this time within a specialist setting, Portland College. Raushan worked hard with teaching staff to secure core functional skills in English and maths, alongside a broad curriculum, during his time with us, and this well-prepared him for continuing in an educational pathway. Raushan has chosen his main area of study to be horticulture, and his family attribute his keen interest in the area to his experience and work on the Sutherland House School allotments. Parents confirmed with us recently that the local authority have now agreed funding for another year in further education for Raushan, which is testament to his current success.



Raushan pruning some of the trees at the school allotment

Reaching potential

Our extra-curricular activities

Education doesn't just take place within the classroom. Extra-curricular activity and careers guidance is also a big part of what is offered. We have a busy programme of activities that positively engages our students and opens up opportunities and provides valuable work experience.

This year included the Think Big programme, which introduced students to careers in technology and how technology is embedded into sport. The sessions were delivered by

Nottingham Forest Community Trust and included a trip to the football ground to watch a home match and meet the club manager Steve Cooper.

Reflecting on their day, student, Ethan Barnett said he was very keen to watch Nottingham Forest again and has been wearing his scarf in school with pride. "I enjoyed the game, the pictures, pretty much everything," he said. "The highlight of the whole day was meeting big old Stevie Cooper."



Positive impacts

Staff and students were involved in the creation of a new Careers, Work and Employment resource. Our Speech & Language Therapy team and Careers team at Sutherland House School played a big part in its development, working with social enterprise Talking Mats to create something that would have a positive impact on youngsters including our students.

Adult Services

Providing a positive experience

We're passionate about ensuring that each person we support receives the best care and support we can give.

We recognise each person's strengths and interests and enable them to lead their best life, supporting them, boosting their

self-confidence, keeping them safe, and encouraging their independence.

Support is carried out through various ways including residential services, day services and respite. We've shared some of our stories over the following pages.

Over the Year...



Alec's Story - Respite Support

Alec accesses both day provision at our Mundy Street centre and, more recently, respite at our provision in Worksop.

Prior to 2020 he was able to access respite, until it was paused during the pandemic. Like many families, the impact of pausing respite support during the pandemic was significant. It was actually a time when Alec needed more support. He required new coping strategies to meet both the challenges of lockdown and not having additional support to carry out the activities he enjoys, specifically ones away from the family home.

With no planned respite, it also put extra pressure on his family. As he has complex health conditions as well as his primary diagnosis of autism, it meant his family slept around the clock at his bedside to ensure he remained well. It was exhausting and impacted both Alec and his family. As with many families, holidays

were placed on pause, celebrations and events were interrupted and priorities shifted to dealing with the complex nature of the family member wellbeing.

Opening our provision at Worksop was a welcome relief for Alec and his family, who are now accessing the service. The flexibility of Whitegates respite support now means that Mum can be supported to allocate days that provide essential breaks. More recently, Alec was able to access a lengthier stay at Whitegates so that his family could take a short break to celebrate Alec's sister's prom and close of exams. They could leave him with the team, in the knowledge that he was being supported and thriving at Whitegates respite.

His family said:

"The facilities are fantastic, providing a safe and secure environment for Alec. He loves to play in the garden."



Callum's Story - Day Services

Callum had been through a challenging time which led to him moving out of his family home and into a new flat. Our staff at Mundy Street supported Callum through this transitional period and we were all really proud of how he coped with so many changes to his normal routines.

The flat that Callum initially moved into was only a temporary placement. However, during his time living there he made the decision that he would like to find his own flat to live in permanently. Callum has since visited a brand new flat and chosen where he would like to live. He is counting down the days until he can move in and is really looking forward to his new-found independence becoming permanent.

Throughout all of the change to routine, Callum continued to come to Mundy Street with a big smile on his face. Staff working with Callum were always looking out for news ideas and came across an opportunity for fans to meet the band Steps! Callum absolutely loves

Steps so jumped at the opportunity to go and meet them himself. Staff called ahead beforehand to make sure that everything would run smoothly for Callum and then off he went, with a picnic in tow, to HMV in Nottingham to meet his favourite band.

Callum had such a great time and received a signed CD from the band. He asked all of the important questions including asking Ian H Watkins what time he goes to bed in the evening. Ian's fellow band member, Claire Richards even confirmed he snores. If the day couldn't get any better Callum made it to ITV's evening news! Viewers were able to even hear Callum singing at the top of his voice to Tragedy on the clip. Callum enjoyed his experience so much that it is usually one of the first stories he like to tell new people he meets and sometimes he will even bring in his signed copy of their latest album to show others too as it is one of his favourite possessions. The team at Mundy Street were really grateful that they were able to support Callum to realise a dream of his.



Andy's Story - Residential Support

All of the rules, regulations and restrictions that came along with COVID-19 had a massive impact on Andy's day-to-day life. It meant that he couldn't go out and do things he enjoys, like bowling and swimming. It also meant he couldn't meet up with his friends to go his drama classes and it also prevented him from volunteering in a local charity shop.

Being able to access all of these places independently held great importance to Andy and it really knocked his confidence being unable to do so for such an extended period of time.

Since all the regulations have been lifted, Andy has been really keen to get back out there and start enjoying the things he did before. However, he has found some of this challenging due to the disruption to his routine and the knock-on effect it had on his confidence.

The Beechwood staff team have been supporting Andy to take smaller steps to gradually increase his independence again at a rate that he feels comfortable with. Andy has returned to his volunteer placement at the local charity shop. He is also taking a much more active role in managing his finances and goes to the bank with staff now to withdraw his own money. He has also resumed his drama classes and although he asked staff to support him on the bus initially, he is now feeling ready to start travelling independently again to meet his friends for food beforehand and then attend the class.

Now Andy has re-gained the level of independence he enjoyed pre-COVID, he's now looking to the future for other areas he could develop in. He has expressed to staff that he would now like to start looking into paid employment opportunities to use the skills he has gained by volunteering. He would also like to gain more independence around managing his medication. Andy commented that having more independence "makes me feel good."

Daniel's Story Writing my own positive behaviour support plan

Daniel spent time with his AEM autism practitioner, Katie to look through his Positive Behaviour Support Plan (PBSP) and to see if there were any changes he wanted to make. He asked if he could have a blank copy so he could make his own notes on each section.

Daniel worked through each section, and Katie explained what each section was about and how it helped staff to be able to better support him. He then wrote notes for each section and he thought really carefully about what makes a good day for him and how staff can help him to have a good day.

He was able to reflect on previous experiences where he has felt anxious and used this to tell Katie how

staff could help him in a similar situation in the future. Daniel commented that working on his own PBSP helped him to reflect and better understand his own needs and how he wants to be supported. Daniel also commented that being able to contribute to his own PBSP made him feel independent and like he mattered.

Daniel is one of our first service users to use the new PBSP format. He compared this to his previous PBSP and said he felt the new one was easy to read and understand and allowed for lots of detail.

He wrote on the evidencing good practice page "Adequate work. Meets my needs to a T!"

Child Services

Providing support and education

We provide a range of activities to support autistic children, their parents, carers and siblings.

This comes in a variety of forms including hosting youth clubs, holiday clubs and trips each month for youngsters, as well as online gaming and baking sessions.

We also host support hubs in 15 locations across the East Midlands. Each group meets on a monthly basis, providing an opportunity for families to get together to chat and gain advice

while the children can play or get involved in activities.

Online workshops are also held to give parents and carers an insight and guidance around autism. It often provides a lifeline for parents. One saying: *"I was really concerned about secondary school provision, but I now feel better armed with information about the things I can ask."*

Our team also talks at schools and groups to raise awareness of autism and how to support a young person.

"The Hub sessions are an excellent opportunity for the children to mix with others in a setting other than school. Both enjoy the toys and activities. We have definitely noticed improved socialising."

"Jon benefits greatly from the youth clubs as he gets the opportunity to meet with other autistic children where he can be himself and not worry how he may present. The team are knowledgeable and clearly understand autism, which makes us feel safe with Jon* in your care."*

"The Hub is an excellent forum for parents/carers to socialise and share experiences of caring for neurodivergent children. I have personally given and received support from other parents/carers that I've met through the Hub. Since joining the group, we have had 'play dates' and attended a birthday party with another family."



Our first trip of the year was to the National Sci-Fi and Film Museum at Milton Keynes.

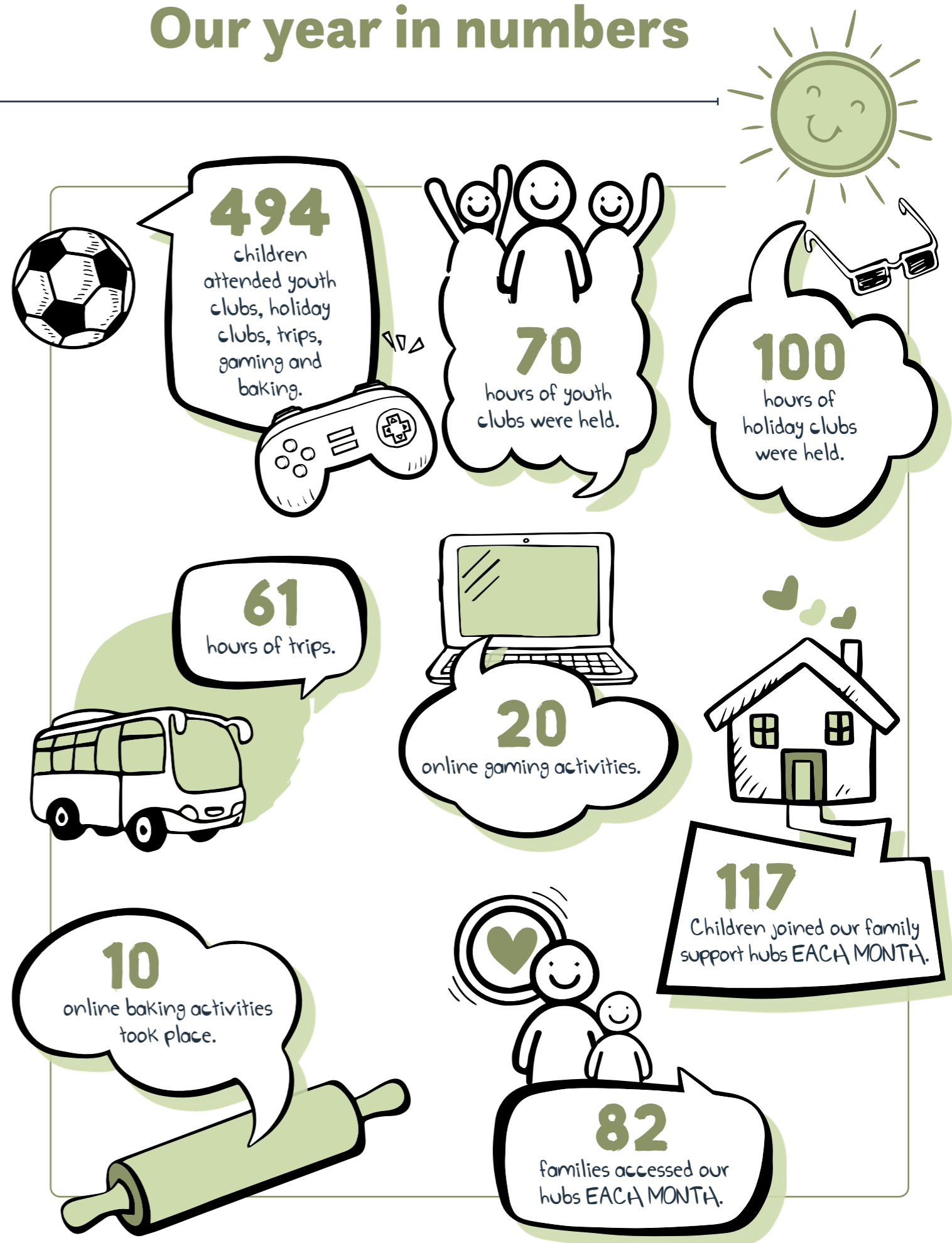


We enjoyed a fishing trip to Castle Ashby in Northampton during one holiday club.



Other highlights included a trip to an Escape Room at Milton Keynes and to the dinosaur themed Jurassic Grill at Rushden Lakes.

Our year in numbers



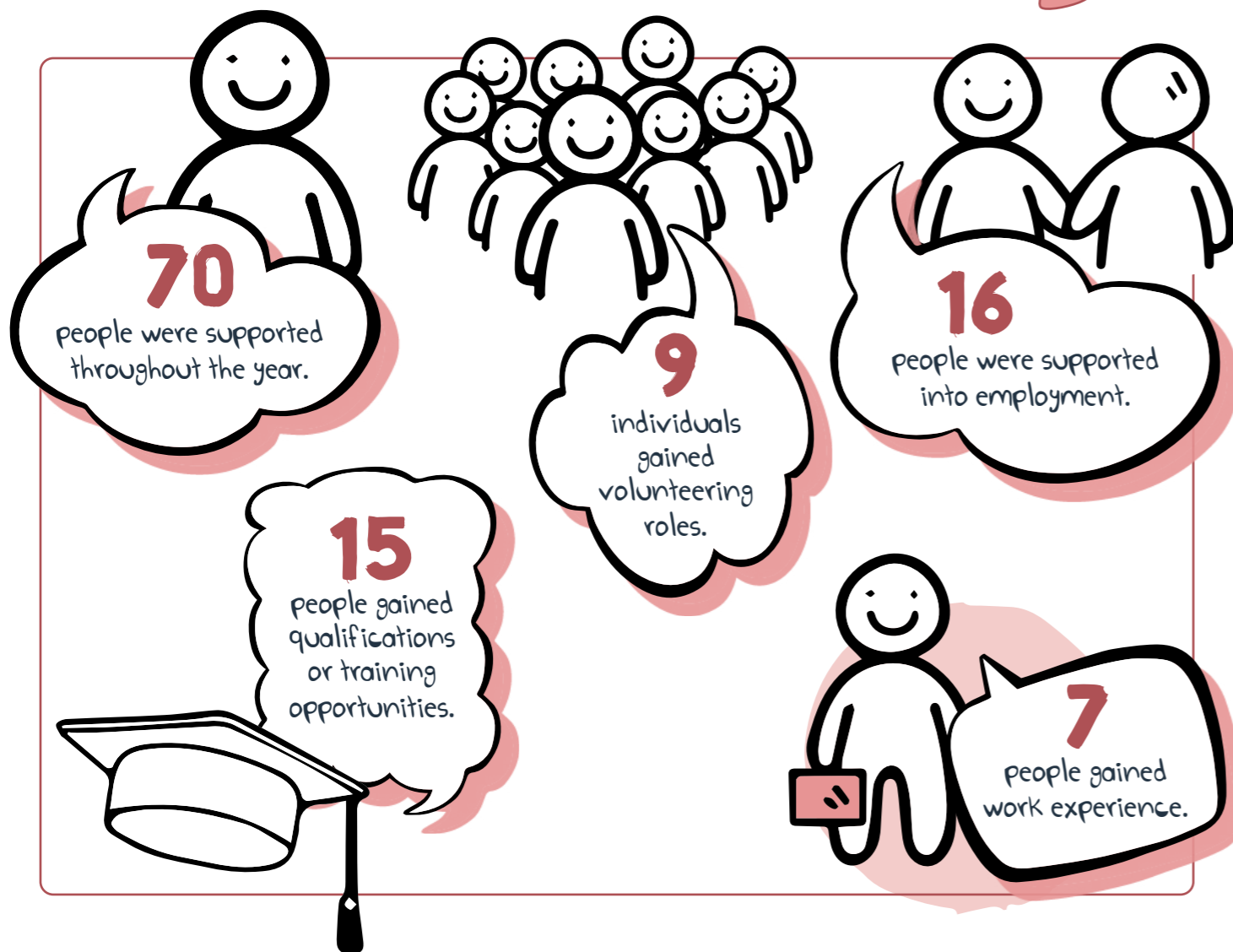
Employment Services

Our Employment Services team helps adults who have a formal diagnosis of autism.

We help people find employment or volunteer roles. Our support might be in the form of helping to create CVs and cover letters or by helping people to find opportunities for work experience.

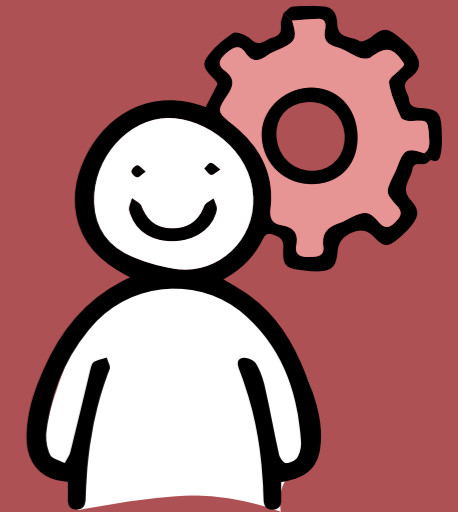
Together we aim to break down the barriers to employment – and help people stay in work too! We want people to find a job that they will love.

Our year in numbers



"I want to say a massive thank you for the support the Employment Services team have offered. It's helped so much just to know there is somebody out there who cares, and to support me if things start to get a bit crazy. It gave me strength when I needed it the most and for that I'm eternally grateful."

Robin, who gained worked for Wren Kitchens



Declan's Story

Declan came to us because he wanted to find a voluntary role. We introduced him to the YMCA, and he was offered the chance to volunteer in one of their charity shops.

His first task was sorting clothes and tagging and pricing them.

Shop manager, Scott Hind said: "Declan has been a pleasure to work with. He learned really fast. He is approachable to customers and is very well-spoken whilst on the shop floor. He has shown initiative and I'm confident he could show any other new starters how to tag and sort clothes with no problems. He's become a real big member of our team."

Christian's Story

Traditional formal interview processes and lengthy job applications are just two of the barriers that often stop autistic jobseekers from finding their dream jobs.

Our team works closely with job seekers to overcome such challenges. This year we worked with supermarket giant, Sainsbury's; a company that prides itself on creating an inclusive environment for employees. We worked with Christian, who secured a role with the supermarket.

Christian, 21, gained a job working within the warehouse at Beeston. It gave him the opportunity to learn new skills and kick start his career. Our team initially met with him, carried out an assessment to see what support he might need and what

adjustments might need to be made.

He got the opportunity to visit the site, look around and have an informal chat rather than go through the traditional formal interview process.

Sainsbury's Site Administrator, Daniel Roach said: "I am thrilled to work for an employer where I can be afforded the opportunity to work with and support young neurodivergent people like Christian. He has made great progress in his role and is a testament to what neuro divergent people can be capable of if they are given the right work environments and support."



Our Team

We pride ourselves on developing our staff...

Meet Laura

'I joined Sutherland House School as a Teaching Assistant in 2017. I worked one to one with children with SEN in an early years setting whilst studying at university.

When I joined as a Teaching Assistant I had just finished university and was unsure of what I wanted to do as a career but knew I wanted to help children who found traditional schooling challenging. This was because of my own challenges I faced when I attended school. I turned down a teaching placement in a mainstream school because I felt it would lead me down the wrong path to be able to do this.

When I joined Sutherland House School I did not see myself becoming a teacher at the time, but I fell in love with the school and the children. I loved that the school supported children with very complex needs; children whose needs I know would not be met elsewhere. This was refreshing and challenging at times but also led to me building so many skills and so much confidence in myself.

I was a Teaching Assistant until April 2019 and was a Positive Behaviour Support Lead until June 2019. I then became a Class Lead and completed my teaching training with the school and became a Senior Teacher in November 2022.



So, what next? I'm looking forward to starting my SENCO training in September 2023. Being a SENCO in a school is something I've always been passionate about. When I reflect, I am extremely grateful to be in the position I am now. The school is an amazing place to work.

What I love most about the school is the amazing children that attend. I enjoy the flexibility to adapt any aspect of teaching and learning to help children succeed and the way we put the children's needs and interest first.'



Daniel's Story

When Daniel received a round of applause after delivering training to a room full of colleagues, it confirmed to him more than anything that he was in his dream job.

While he has loved his admin job at Autism East Midlands since joining in March 2019, he has welcomed the opportunity to add trainer to his role this year.

Now in addition to his role as Administration Manager and GDPR Officer for AEM, he's been able to add an extra string to his bow.

"I love my job," he said. "I learn something new every day and I enjoy challenging myself so when I got the opportunity to join the learning and development team to deliver GDPR training, I jumped at the chance."

"I was able to use skills and experience from previous jobs and share that knowledge with colleagues. It's an important topic and turning what some might see as a dry subject into something engaging is really rewarding."

Daniel joined AEM initially as Senior Administrator, where his work included general administration and PA support to the Director of Adult Services and Head of HR. The pandemic changed his job though, as it did others.

While most people worked from home initially, Daniel's role was based in the head office where he covered reception, whilst forming part of a small team responsible for getting PPE out to services. After the pandemic, his role changed again, and he has since been promoted to Administration Manager where he is in a supervisory role.

"Autism East Midlands has given me plenty of opportunities to learn and to develop my career over the past four years," added Daniel.

"I am neuro diverse and at AEM I've been given every support to develop my strengths. As someone on the autism spectrum, I feel very supported here. From a personal standpoint, I like to be challenged and enjoy learning. But if I should need space, people here understand that and will give me time to gather my thoughts."

He's also been able to draw on his personal experience to help form AEM's Strive group for autistic staff. It provides a forum for autistic employees and helps promote a better understanding of autism within the workplace. The group shares ideas and works on ways to create an environment that is inclusive to all.

Through his involvement with Strive, he has also been able to shape the creation of a social group for autistic adults. Launched last year, Social Autism Space provides safe spaces for autistic adults to socialise with like-minded people, while offering the chance to talk about their experiences.

Daniel now coordinates the group's activities, which includes regular online meetings as well as cinema trips, bowling and walks. It's a group that is constantly evolving and he hopes to see the group grow over time.

He added: "I've been given plenty of opportunities to upskill and learn new things. I enjoy combining my new training role with managing the administration team. Some of the team are neuro divergent too and it is really rewarding seeing them come into their own and seeing their confidence grow as they develop new communication and customer service skills. AEM have been supportive to me and I want to share that with others."

What we want to do in 2023/4

We have big plans for the coming year.

These include opening a **second school** in a new area. We have plans in the pipeline to develop the former fire station in Worksop too and transform it into a day centre. There are also plans to create a skills-share house in Nottingham to offer individuals the chance to learn skills in areas like cooking and gardening to enable them to live more independently.



Thank You

Without the vital support of our funders, donors, and supporters, we wouldn't be able to provide all the services we do for autistic people with autism. Together we're making a difference. Thanks go to ...

- GXO
- Louise Freer
- Margaret Kerry
- Palterton Residents Association
- Rebecca Stansfield
- Raffle Dance School
- Mrs J. Moore
- Ron Palfrey
- Orsam Trailers Ltd
- Next Plc
- Watkinson Care Home
- Ora Et Labora Main
- Elkesley Craft Club
- Caythorpe WI
- Gilander Foundation
- Much Loved
- and the estate of the late Eric Kenneth Marchant



We are always humbled by the support we receive. Special thanks go to the amazing runners who ran the London Marathon in aid of Autism East Midlands. They all did amazingly well and we're so grateful for their support. These included Carole Botham and Daniel Kneller, pictured here at the end of the Marathon - and still smiling!



Many thanks to logistics company, GXO, and food supplier, Huel, for their kind donation. Five cyclists from the two companies raised more than £400 during a sponsored bike ride. They travelled 50 miles between the GXO building in Wellingborough and the Huel HQ in Tring in just 2 hours and 50 minutes.



The sky was the limit for one of our team, Thomas McNulty, who raised more than £1,800 for Autism East Midlands by taking part in a tandem skydive.



Many thanks to the Rehabilitation Walking Football Club in Worksop who generously donated £500 to help us continue supporting autistic people and their families locally.



Thanks also go to Nigel Smith, who was able to donate £330 after completing the Thames Bridges Trek where he walked 25km, criss crossing London's waterways from Putney Bridge to Tower Bridge.



All donations help us to continue supporting autistic people and their families across the region.

Trustees' Report

For the year ended 31 March 2023

Reference and administrative details of the company, its trustees and advisers for the year ended 31 March 2023.

Trustees

L Davies (*Deceased 5 May 2022*)
K R Doble
G J Smith
T Ousley
R J C Woodford
R W Bell
J D Morgan
P Parr
R M Valentine (*resigned 31 December 2022*)
A Bridge (*resigned 16 July 2022*)
R D Levy (*appointed 16 March 2023*)
M J McGuigan (*appointed 16 March 2023*)
S D Barnes (*appointed 23 November 2023*)

Company registered number: 02053860

Charity registered number: 517954

Registered office:

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

Chief executive officer: Jane Howson

Independent auditors:

PKF Smith Cooper Audit Limited, Statutory Auditors,
2 Lace Market Square
Nottingham, NG1 1PB

Bankers:

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

Trustees' Report For the Year Ended 31 March 2023

The Trustees present their annual report together with the audited financial statements of the Company for the year 1 April 2022 to 31 March 2023. 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.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

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.

Strategic priorities

Our priorities for the next five years are as follows:

Quality

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

- Continuing the improvement of the environments within which we work and provide services to ensure they meet the sensory needs of our beneficiaries;
- All of our environments will be designed to minimise restrictions to individuals and maximise their independence;
- By becoming the employer of choice in our field, enabling us to recruit and train staff aligned with our values and skilled in working with autistic people;
- Ensuring the practice in all our services offers purposeful activity enabling individuals we support to maximise their independence in all areas of their lives;
- We will improve our measurement of and focus on person centred services and the delivery of meaningful outcomes for everyone accessing our support; and
- We will understand our performance by utilising our quality assurance matrix informed by our review and audit processes.

Increasing the voice of autistic people

We will ensure that the 'voice' of autistic people (in whatever form that takes) is at the heart of everything we do by enabling people to fully participate in all planning and reviews that pertain to them and/or the service that they access.

By supporting autistic people to play a central role in our organisation, as employees, service users, in our performance management and governance.

We will systematically engage with service users in whatever way is most effective for them. We will use this ongoing dialogue to ensure that the

decisions we make, both large and small, are shaped by autistic people.

Evidence based support

We will continue to engage with the wider 'autism community' to ensure that we are engaged with the research agenda.

We will ensure that our delivery and interventions are evidence based – wherever evidence exists.

We will ensure that we keep ourselves informed of innovative practice and adjust our delivery in line with innovation.

We will further develop our digital training and resources and make them available to all staff.

Maximum impact

We will invest in our development of services that support autistic people to access work. We will do so in order to access greater resources, demonstrate models of effective practice and influence the national agenda around employment. We will do so as an organisation and also in partnership with others.

To increase participation of autistic people in paid employment

We will develop employment and employability services that enable autistic people that are new to the organisation to access support and develop opportunities for existing students and service users, including the development of social enterprises, micro social enterprises and self employment opportunities.

We will continue to grow the number of people accessing our support both in number and in geographic spread. This will include opening new or satellite services.

We will develop services that target autistic people with whom our contact is currently minimal and who are often isolated and find it difficult to find services that meet their needs. In particular, we will develop services that offer social opportunities and advice and guidance for adults without a learning disability.

Financial Review

For the year ended 31 March 2023

Achievements and performance

a. Review of activities and key performance indicators

The charity has taken the unusual step this year of paying two pay rises to front line staff within one year to try and combat the difficult recruitment landscape and support staff through last year's difficult winter. The difficulties in recruiting staff had led to excessive agency costs. The second pay rise in December, combined with the high costs of agency have led to a planned loss of £668,088 before other recognised gains/ losses.

Adults Services

The respite service at Whitegates has opened and offers a well-earned break to service users (and families). This beautiful facility has 6 self-contained apartments and over an acre of garden. We were grateful to receive a number of grants to allow us to develop the garden at Whitegates to meet the needs of people in the service.

In January we bought the Old Fire Station in Worksop and we will be turning it into a new day service facility.

Staffing improved after the second pay rise and with the reduction in Covid absence, services started to become more settled as a result.

Children's Services

Sutherland House School continues to develop and support 56 children. We had a record year of attainment in the summer term of 2022 with students achieving 77 accreditations including 7

GCSEs. This comes on the back of the restructure last year and the increased focus on the curriculum. This continues to work well.

Our Family Support Hubs (funded for part of the year by the National Lottery) continued to provide much needed opportunities for families to come together and share their experiences. In Northampton our children's activity programme made the best of the remaining Children in Need funding and had a large variety of activities provided throughout the year.

b. Investment policy and performance

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

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

c. Factors relevant to achieve objectives

Autism East Midlands aims to increase its support for people whose lives are affected by autism, whether this is for carers or people receiving direct support. We continue to engage with local employers and companies by providing training and awareness of autism to their staff.

a. Going concern

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

b. Financial risk management objectives and policies

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

c. Principal risks and uncertainties

It is the recruitment and retention of sufficient staff that remains a critical factor for AEM as well as other social care providers. The national shortage of staff means that we are offering increased wage rates to enable the company to compete in attracting and retaining staff.

These annual accounts show the pension deficit as a result of participation in the Local Government Pension Scheme. This is a £2.2m deficit as at 31 March 2023 following an estimated actuarial revaluation. The previous actuarial revaluation showed a deficit of £12.5m which was included in the 2021/22 financial statements. The scheme was closed to new participants from April 2013 to limit the future liability. The way the scheme is funded changed in April 2014, and Autism East Midlands paid £123k in the year (2022: £119k) to contribute towards reducing the deficit in addition to routine contributions.

d. Surplus

A surplus of £9,999,912 (2022: Surplus of £5,001,907) has been achieved in the year. This includes a reduction to restricted funds of £77,646 (2022: £121,349 increase).

Total funds as at 31 March 2023 are in a surplus of £6,827,797 (2022: £3,172,115 deficit), consisting of £153,367 restricted funds (2022: £231,013), £8,857,430 unrestricted funds (2022: £9,113,872) and a pension deficit of £2,183,000 (2022: £12,517,000 deficit).

e. Principal funding

The charity derives the majority of its income from the provision of services, together with grants and donations received for particular projects.

Autism East Midlands receives over 90% of its funding from government funded bodies. This includes Local Authorities, Health Authorities and the Education and Skills Funding Agency.

f. Material investments policy

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

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

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. 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.

d. Pay policy for senior staff

The key management personnel of the charity are identified in Note 25 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.

e. Organisational structure and decision making

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

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.

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

Future developments

Autism East Midlands retains its ambition to develop an additional school in a different county. Having failed to secure a suitable site in the Derby area we are undertaking a review of demand and the best location.

We will develop the old Worksop Fire Station to create a fantastic new day service.

Members' liability

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

Employee involvement and employment of disabled people

Autism East Midlands recognises the GMB Union. Employees have been consulted on issues of concern to them and have been kept informed on specific matters directly by management. The company and the group offer exit interviews for all staff leaving the organisation and has 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 personnel 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 Company 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 Company 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 judgments 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 Company's transactions

and disclose with reasonable accuracy at any time the financial position of the Group and the Company 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

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 auditors are 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 auditors are aware of that information.

Auditors

The auditors, PKF Smith Cooper Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

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

G J Smith

Trustee

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 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company 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 2023 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 Auditors' 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 Auditors' 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.

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

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 Auditors' 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. Based on our understanding of the charitable company and industry, we identify the key laws and regulations affecting the charitable company. 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:

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- Management bias in respect of accounting estimates and judgements made;
- Management override of control;
- Posting of unusual journals or transactions.

We focused on those areas that could give rise to a material misstatement in the charitable company's financial statements. Our procedures included, but were not limited to:

- Enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of noncompliance with laws and regulations and fraud;

- Reviewing minutes of meetings of those charged with governance where available;
- Reviewing legal expenditure in the year to identify instances of noncompliance with laws and regulations and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of 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. In particular; defined benefit pension liabilities.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

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. This description forms part of our Auditors' 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 Auditors' 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.

Sarah Flear (Senior Statutory Auditor)

for and on behalf of

PKF Smith Cooper Audit Limited

Statutory Auditors

2 Lace Market Square

Nottingham

NG1 1PB

Consolidated Statement of Financial Activities incorporating Income and Expenditure Account For the year ended 31 March 2023

| | | Unrestricted Funds 2023 | Restricted Funds 2023 | Total Funds 2023 | As Restated Total Funds 2022 |
|---|------|----------------------------|--------------------------|---------------------|------------------------------------|
| | Note | £ | £ | £ | £ |
| INCOME FROM: | | | | | |
| Donations and legacies | 2 | 248,620 | 65,209 | 313,829 | 511,890 |
| Charitable activities | 4 | 3,455,931 | | 3,455,931 | 3,194,043 |
| Charitable activities - subsidiary undertakings | 3 | 10,513,265 | | 10,513,265 | 10,333,194 |
| Investments | 5 | 3,971 | | 3,971 | 100 |
| Other Income | 6 | 67,782 | 13,590 | 81,372 | 147,766 |
| TOTAL INCOME | | 14,289,569 | 78,799 | 14,368,368 | 14,186,993 |
| EXPENDITURE ON: | | | | | |
| Charitable activities - subsidiary undertakings | 4 | 10,925,797 | | 10,925,797 | 8,661,104 |
| Charitable activities | 7 | 3,971,656 | 139,003 | 4,110,659 | 4,873,982 |
| TOTAL EXPENDITURE | | 14,897,453 | 139,003 | 15,036,456 | 13,535,086 |
| NET (EXPENDITURE) / INCOME | | (607,884) | (60,204) | (668,088) | 651,907 |
| Transfers between Funds | 18 | 17,442 | (17,442) | | |
| NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES) | | (590,442) | (77,646) | (668,088) | 651,907 |
| Other recognised gains/(losses): | | | | | |
| Actuarial gains on defined benefit pension schemes | 24 | 10,668,000 | | 10,668,000 | 4,350,000 |
| NET MOVEMENT IN FUNDS | | 10,077,558 | (77,646) | 9,999,912 | 5,001,907 |
| RECONCILIATION OF FUNDS: | | | | | |
| Total funds brought forward | | (3,403,128) | 231,013 | (3,172,115) | (8,174,022) |
| Net movement in funds | | 10,077,558 | (77,646) | 9,999,912 | 5,001,907 |
| TOTAL FUNDS CARRIED FORWARD | | 6,674,430 | 153,367 | 6,827,797 | (3,172,115) |

Consolidated Balance Sheet As at 31 March 2023

| | | | 2023 | | 2022 |
|--|------|------------------|-------------------|------------------|--------------------|
| | Note | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 12 | | 7,722,147 | | 7,489,036 |
| CURRENT ASSETS | | | | | |
| Debtors | 14 | 3,267,583 | | 933,511 | |
| Cash at bank and in hand | 22 | 1,123,986 | | 4,125,325 | |
| | | 4,391,569 | | 5,058,836 | |
| Creditors: amounts falling due within one year | 15 | (1,603,590) | | (1,557,072) | |
| NET CURRENT ASSETS | | | 2,787,979 | | 3,501,764 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 10,510,126 | | 10,990,800 |
| Creditors: amounts falling due after more than one year | 16 | (1,499,329) | | (1,645,915) | |
| NET ASSETS EXCLUDING PENSION LIABILITY | | | 9,010,797 | | 9,344,885 |
| Defined benefit pension scheme liability | 24 | | (2,183,000) | | (12,517,000) |
| TOTAL NET ASSETS | | | 6,827,797 | | (3,172,115) |
| CHARITY FUNDS | | | | | |
| Restricted funds | 18 | | 153,367 | | 231,013 |
| Unrestricted funds: | | | | | |
| Unrestricted funds excluding pension liability | 18 | 8,857,430 | | 9,113,872 | |
| Pension reserve | 18 | (2,183,000) | | (12,517,000) | |
| Total unrestricted funds | 18 | | 6,674,430 | | (3,403,128) |
| TOTAL DEFICIT | | | 6,827,797 | | (3,172,115) |

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:

G J Smith, Trustee

The notes on pages 22 to 51 form part of these financial statements.

Company Balance Sheet

As at 31 March 2023

| | | | 2023 | | 2022 |
|--|------|--------------------|--------------------|--------------------|--------------------|
| | Note | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 12 | | 7,722,147 | | 7,489,036 |
| Investments | 13 | | 6 | | 6 |
| | | | 7,722,153 | | 7,489,042 |
| CURRENT ASSETS | | | | | |
| Debtors | 14 | 3,956,690 | | 3,366,939 | |
| Cash at bank and in hand | 22 | 847,242 | | 1,679,260 | |
| | | 4,803,932 | | 5,046,199 | |
| Creditors: amounts falling due within one year | 16 | (1,473,973) | | (1,544,489) | |
| NET CURRENT ASSETS | | | 3,329,959 | | 3,501,710 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | 11,052,112 | | 10,990,752 |
| Creditors: amounts falling due after more than one year | | | (1,499,329) | | (1,645,915) |
| NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES | | | 9,552,783 | | 9,344,837 |
| Defined benefit pension scheme liability | 24 | | (2,183,000) | | (12,517,000) |
| TOTAL NET ASSETS | | | 7,369,783 | | (3,172,163) |
| CHARITY FUNDS | | | | | |
| Restricted funds | 18 | | 153,367 | | 231,013 |
| Unrestricted funds: | | | | | |
| Unrestricted funds excluding pension liability | 18 | 9,399,416 | | 9,113,824 | |
| Pension reserve | 18 | (2,183,000) | | (12,517,000) | |
| Total unrestricted funds | 18 | | 7,216,416 | | (3,403,176) |
| TOTAL FUNDS | | | 7,369,783 | | (3,172,163) |

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:

G J Smith, Trustee

The notes on pages 20 to 42 form part of these financial statements.

Consolidated Statement of Cash Flows

For the year ended 31 March 2023

| | | 2023 | 2022 |
|---|------|--------------------|--------------------|
| | Note | £ | £ |
| Cash flows from operating activities | | | |
| Net cash provided by operating activities | | (2,332,175) | 1,105,607 |
| CASH FLOWS FROM INVESTING ACTIVITIES: | | | |
| Proceeds from the sale of tangible fixed assets | | 442,817 | |
| Purchase of tangible fixed assets | | (1,111,981) | (1,462,548) |
| NET CASH USED IN INVESTING ACTIVITIES | | (669,164) | (1,462,548) |
| CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR | | (3,001,339) | (356,941) |
| Cash and cash equivalents at the beginning of the year | | 4,125,325 | 4,482,266 |
| CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR | | 1,123,986 | 4,125,325 |

Notes to the Financial Statements

For the year ended 31 March 2023

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

Autism East Midlands is a private company limited by guarantee and incorporated in England within the United Kingdom. The address of the registered office is given in the company information of these financial statements. The company's registration number is 02053860.

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 company.

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.

For the year ended 31 March 2023 the company generated a surplus of £207,946 prior to actuarial gains/losses (2022: £1,050,907 surplus).

1.3 Company status

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

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the 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 Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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 Company 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 Company, 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 Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company 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 donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

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

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the 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.

1.8 Tangible fixed assets and depreciation

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

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% Straight Line |
| Freehold refurbishment | - | 5% 33% Straight Line |
| Vehicles & equipment | - | 35% 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 Company 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 Company 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.

1.12 Debtors

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

1.13 Cash at Bank and in hand

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

1.14 Creditors and provisions

Creditors and provisions are recognised 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. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Government grants

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

1.16 Financial instruments

The 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 credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefit pension scheme is based on a full actuarial valuation dated 31 March 2023.

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. INCOME FROM DONATIONS AND LEGACIES

| | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 | Total funds 2022 |
|-----------------|-------------------------|-----------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Donations | 48,620 | 65,209 | 113,829 | 511,890 |
| Property legacy | 200,000 | | 200,000 | |
| | 248,620 | 65,209 | 313,829 | 511,890 |
| Total 2022 | 263,854 | 248,036 | 511,890 | |

3. CHARITABLE ACTIVITIES - INCOME FROM SUBSIDIARY UNDERTAKINGS

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

provides residential and day care services for adults with autism or a related condition. The charity owns 100% of the ordinary share capital of the subsidiary companies. A summary of results pre-distribution to the charity is shown below. The amount of gift aid from Sutherland House (Trading) Limited was £129,502 (2022: £754,041). The amount of gift aid from Norsaca (Trading) Limited was £Nil (2022: £918,049).

| | Unrestricted funds 2023 | Total funds 2023 | Total funds 2022 |
|---|-------------------------|------------------|------------------|
| | £ | £ | £ |
| Sutherland House (Trading) Limited - income | 4,599,566 | 4,599,566 | 4,693,714 |
| Norsaca (Trading) Limited - income | 5,913,699 | 5,913,699 | 5,639,480 |
| Sutherland House (Trading) Limited - expenses | (4,470,064) | (4,470,064) | (3,939,673) |
| Norsaca (Trading) Limited - expenses | (6,455,733) | (6,455,733) | (4,721,431) |
| Net income from subsidiary undertakings | (412,532) | (412,532) | 1,672,090 |

4. INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted funds 2023 | Total funds 2023 | Total funds 2022 |
|------------------------|-------------------------|------------------|------------------|
| | £ | £ | £ |
| Provision of services | 3,455,931 | 3,455,931 | 3,194,043 |
| Total 2022 as restated | 3,194,043 | 3,194,043 | |

5. INVESTMENT INCOME

| | Unrestricted funds 2023 | Total funds 2023 | Total funds 2022 |
|---------------|-------------------------|------------------|------------------|
| | £ | £ | £ |
| Bank interest | 3,971 | 3,971 | 100 |
| Total 2022 | 100 | 100 | |

6. OTHER INCOMING RESOURCES

| | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 | Total funds 2022 |
|--|-------------------------|-----------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Other income | 67,782 | | 67,782 | 44,961 |
| Coronavirus Job Retention Scheme | | | | 8,029 |
| Workforce Recruitment and Retention Fund | | 13,590 | 13,590 | 84,943 |
| Coronavirus Infection Control and Testing Fund | | | | 9,833 |
| | 67,782 | 13,590 | 81,372 | 147,766 |
| Total 2022 | 52,990 | 94,776 | 147,766 | |

7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type

| | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 | Total funds 2022 |
|------------------------|-------------------------|-----------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Provision of services | 3,971,656 | 139,003 | 4,110,659 | 4,806,022 |
| Fundraising | | | | 67,960 |
| | 3,971,656 | 139,003 | 4,110,659 | 4,873,982 |
| Total 2022 as restated | 4,658,519 | 215,463 | 4,873,982 | |

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

| | Activities undertaken directly 2023 | Support costs 2023 | Total funds 2023 | Total funds 2022 |
|------------------------|-------------------------------------|--------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Provision of services | 2,234,524 | 1,876,135 | 4,110,659 | 4,806,022 |
| Fundraising | | | | 67,960 |
| | 2,234,524 | 1,876,135 | 4,110,659 | 4,873,982 |
| Total 2022 as restated | 2,397,119 | 2,476,863 | 4,873,982 | |

Analysis of direct costs

| | Total funds 2023 | Total funds 2022 |
|---------------------------------|------------------|------------------|
| | £ | £ |
| Staff costs | 8,304,356 | 8,240,140 |
| Agency costs | 2,204,848 | 964,267 |
| Costs recharged to subsidiaries | (8,274,680) | (6,807,288) |
| | 2,234,524 | 2,397,119 |

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (continued)

Analysis of support costs

| | Total funds 2023 | Total funds 2022 |
|---------------------------------|---------------------|---------------------|
| | £ | £ |
| Staff costs | 1,114,848 | 1,470,104 |
| Depreciation | 581,805 | 548,527 |
| Other staff costs | 155,417 | 143,628 |
| Premises costs | 907,068 | 868,217 |
| IT costs | 362,346 | 307,507 |
| Legal & professional costs | 226,219 | 140,042 |
| Insurance costs | 207,407 | 164,737 |
| Travel costs | 192,660 | 176,442 |
| Other support costs | 483,293 | 333,229 |
| Office costs | 85,536 | 106,793 |
| Governance costs | 25,003 | 27,854 |
| Marketing costs | 21,686 | 6,128 |
| Catering cost | 163,073 | 151,774 |
| Costs recharged to subsidiaries | (2,650,226) | (1,968,119) |
| Total | 1,876,135 | 2,476,863 |

9. AUDITORS' REMUNERATION

| | 2023 | 2022 |
|--|--------|--------|
| | £ | £ |
| Fees payable to the Group's auditor for the audit of the Group's annual accounts | 20,300 | 17,305 |
| Fees payable to the Group's auditor in respect of: | | |
| All taxation services not included above | 1,350 | 1,035 |

10. STAFF COSTS

| | Group 2023 | Group 2022 | Company 2023 | Company 2022 |
|--|------------------|------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Wages and salaries | 7,759,928 | 8,044,087 | 7,759,928 | 8,044,087 |
| Social security costs | 702,262 | 641,207 | 702,262 | 641,207 |
| Other pension costs (Note 23) | 719,014 | 709,950 | 719,014 | 709,950 |
| Operating costs of defined benefit pension schemes | 238,000 | 315,000 | 238,000 | 315,000 |
| | 9,419,204 | 9,710,244 | 9,419,204 | 9,710,244 |

The average number of persons employed by the Group and Company during the year was as follows:

| | Group and Company 2023 | Group and Company 2022 |
|-------------------------------|------------------------------|------------------------------|
| | No. | No. |
| Teaching staff | 104 | 105 |
| Care staff | 231 | 297 |
| Management and Administration | 34 | 30 |
| | 369 | 432 |

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

| | Group 2023 | Group 2022 |
|---------------------------------|------------|------------|
| | No. | No. |
| In the band £70,001 - £80,000 | 1 | 1 |
| In the band £80,001 - £90,000 | 1 | 2 |
| In the band £100,001 - £200,000 | 1 | 1 |

11. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2022 £NIL).

During the year ended 31 March 2023, expenses totalling £659 were reimbursed or paid directly to 1 Trustee (2022 - £474 to 1 Trustee).

12. TANGIBLE FIXED ASSETS

Group and Company

| | Freehold property and refurb | Vehicles & equipment | Assets under construction | Leasehold improvements | Total |
|---------------------------|---------------------------------|-------------------------|------------------------------|---------------------------|------------|
| | £ | £ | £ | £ | £ |
| Cost | | | | | |
| At 1 April 2022 | 9,500,734 | 1,008,739 | 572,019 | 257,448 | 11,338,940 |
| Additions | 1,075,185 | 36,796 | | | 1,111,981 |
| Disposals | (392,927) | | | | (392,927) |
| Transfers between classes | 572,019 | | (572,019) | | |
| At 31 March 2023 | 10,755,011 | 1,045,535 | | 257,448 | 12,057,994 |
| Depreciation | | | | | |
| At 1 April 2022 | 2,885,138 | 707,318 | | 257,448 | 3,849,904 |
| Charge for the year | 433,511 | 148,294 | | | 581,805 |
| On disposals | (108,067) | | | | (108,067) |
| Impairment charge | 12,205 | | | | 12,205 |
| At 31 March 2023 | 3,222,787 | 855,612 | | 257,448 | 4,335,847 |
| Net book value | | | | | |
| At 31 March 2023 | 7,532,224 | 189,923 | | | 7,722,147 |
| At 31 March 2022 | 6,615,596 | 301,421 | 572,019 | | 7,489,036 |

13. FIXED ASSET INVESTMENTS

| | Investments in subsidiary companies |
|------------------|-------------------------------------|
| Company | £ |
| Cost and NBV | |
| At 1 April 2022 | 6 |
| At 31 March 2023 | 6 |

Principal Subsidiaries

The following were subsidiary undertakings of the company:

| Company | Company number | Basis of control | Holding |
|------------------------------------|----------------|----------------------|---------|
| Norsaca (Trading) Limited | 08056114 | Equity share capital | 100% |
| Sutherland House (Trading) Limited | 03381476 | Equity share capital | 100% |

The financial results of the subsidiaries for the year were:

| Company | Income £ | Expenditure £ | Profit for the year £ | Net assets £ |
|------------------------------------|-------------|------------------|--------------------------|-----------------|
| Norsaca (Trading) Limited | 5,913,699 | (6,455,733) | (542,034) | 3 |
| Sutherland House (Trading) Limited | 4,599,566 | (4,470,064) | 129,502 | 51 |

14. DEBTORS

| | Group | Group | Company | Company |
|------------------------------------|-----------|---------|-----------|-----------|
| | 2023 | 2022 | 2023 | 2022 |
| | £ | £ | £ | £ |
| Due within one year | | | | |
| Trade debtors | 2,668,622 | 817,168 | 742,083 | 355,454 |
| Amounts owed by group undertakings | | | 2,856,597 | 2,895,142 |
| Other debtors | 12,641 | 53,906 | 12,641 | 53,906 |
| Prepayments and accrued income | 586,320 | 62,437 | 345,369 | 62,437 |
| | 3,267,583 | 933,511 | 3,956,690 | 3,366,939 |

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2023 | 2022 | 2023 | 2022 |
|------------------------------------|-----------|-----------|-----------|-----------|
| | £ | £ | £ | £ |
| Bank loans | 142,185 | 138,274 | 142,185 | 138,274 |
| Trade creditors | 565,336 | | 449,459 | |
| Other taxation and social security | 486,793 | 486,023 | 486,793 | 486,023 |
| Other creditors | 82,201 | 87,222 | 82,201 | 87,222 |
| Accruals and deferred income | 327,075 | 845,553 | 313,335 | 832,970 |
| | 1,603,590 | 1,557,072 | 1,473,973 | 1,544,489 |

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

| | 2023 | 2022 | 2023 | 2022 |
|------------|-----------|-----------|-----------|-----------|
| | £ | £ | £ | £ |
| Bank loans | 1,499,329 | 1,645,915 | 1,499,329 | 1,645,915 |

Included within the above are amounts falling due as follows:

| | 2023 | 2022 | 2023 | 2022 |
|-----------------------------------|---------|-----------|---------|-----------|
| | £ | £ | £ | £ |
| Between one and two years | | | | |
| Bank loans | 146,450 | 142,185 | 146,450 | 142,185 |
| Between two and five years | | | | |
| Bank loans | 465,393 | 452,282 | 465,393 | 452,282 |
| Over five years | | | | |
| Bank loans | 887,486 | 1,051,448 | 887,486 | 1,051,448 |

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

| | 2023 | 2022 | 2023 | 2022 |
|--------------------------|---------|-----------|---------|-----------|
| | £ | £ | £ | £ |
| Repayable by instalments | 887,486 | 1,051,448 | 887,486 | 1,051,448 |

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

17. PRIOR YEAR ADJUSTMENT

A classification error was identified in the prior year figures between income from charitable activities and expenditure on charitable activities, resulting in income and costs being overstated by £902,930.

This has been restated in the current year resulting in updated 2022 total income from charitable activities of £3,194,043 and total expenditure on charitable activities of £4,873,982.

18. STATEMENT OF FUNDS

Statement of funds - current year

| | Balance at 1 April 2022 | Income | Expenditure | Transfers in/out | Gains/ (Losses) | Balance at 31 March 2022 |
|---|-------------------------|-------------------|---------------------|------------------|-------------------|--------------------------|
| | £ | £ | £ | £ | £ | £ |
| UNRESTRICTED FUNDS | | | | | | |
| General Fund | 9,113,824 | 3,776,304 | (3,637,656) | 146,944 | | 9,399,416 |
| Reserves - subsidiaries | 48 | 10,513,265 | (10,925,797) | (129,502) | | (541,986) |
| Pension reserve | (12,517,000) | | (334,000) | | 10,668,000 | (2,183,000) |
| | (3,403,128) | 14,289,569 | (14,897,453) | 17,442 | 10,668,000 | 6,674,430 |
| RESTRICTED FUNDS | | | | | | |
| Parenting Fund | 7,377 | | (435) | | | 6,942 |
| Jones Trust - Science Lab | 17,498 | | | 3,489 | | 20,987 |
| Jones Trust - Whitegates Garden | 37,500 | | | | | 37,500 |
| Wilson Foundation | 9,470 | | (5,536) | | | 3,934 |
| National Lottery - Autism Family Support Hubs | 63,137 | | (63,137) | | | |
| Children in Need | 17,839 | 36,709 | (42,828) | (11,720) | | |
| BNA Charitable Organisation | 75,000 | | (4,735) | (6,625) | | 63,640 |
| Old Heanorians | 3,192 | | (626) | | | 2,566 |
| Workforce Recruitment and Retention Fund | | 13,590 | (13,590) | | | |
| The Lady Hind Trust | | 2,500 | | | | 2,500 |
| Winifred Eileen Kemp Trust | | 25,000 | (8,116) | (2,586) | | 14,298 |
| John Eastwood Foundation | | 1,000 | | | | 1,000 |
| | 231,013 | 78,799 | (139,003) | (17,442) | | 153,367 |
| Total of funds | (3,172,115) | 14,368,368 | (15,036,456) | | 10,668,000 | 6,827,797 |

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. The donation has been fully spent but the income is being released to the Statement of Financial Activities in line with the depreciation charged on the assets acquired.

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. This project is ongoing with the funds due to be spent in the coming year.

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. This project is ongoing with the funds due to be spent in the coming year.

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. The Donation has been fully spent but the income is being released to the Statement of Financial Activities in line with the depreciation charged on the assets acquired.

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.

Statement of funds - prior year

| | Balance at 1 April 2021 | Income | Expenditure | Transfers in/out | Gains/ (Losses) | Balance at 31 March 2022 |
|--|-------------------------|-------------------|---------------------|------------------|------------------|--------------------------|
| | £ | £ | £ | £ | £ | £ |
| UNRESTRICTED FUNDS | | | | | | |
| General Fund | 8,184,266 | 4,413,917 | (5,162,449) | 1,678,090 | | 9,113,824 |
| Reserves - subsidiaries | 48 | 10,333,194 | (8,661,104) | (1,672,090) | | 48 |
| Pension reserve | (16,468,000) | | (399,000) | | 4,350,000 | (12,517,000) |
| | (8,283,686) | 14,747,111 | (14,222,553) | 6,000 | 4,350,000 | (3,403,128) |
| RESTRICTED FUNDS | | | | | | |
| Parenting Fund | 7,698 | | (321) | | | 7,377 |
| Jones Trust | 23,498 | 37,500 | | (6,000) | | 54,998 |
| Wilson Foundation | 16,000 | | (6,530) | | | 9,470 |
| Lottery - Autism Family Support Hubs | 55,085 | 88,285 | (80,233) | | | 63,137 |
| Children in Need | 4,488 | 35,581 | (22,230) | | | 17,839 |
| Building Better Opportunities | 2,895 | 5,438 | (8,333) | | | |
| Duke of Edinburgh | | 3,040 | (3,040) | | | |
| BNA Charitable Organisation | | 75,000 | | | | 75,000 |
| Old Heanorians | | 3,192 | | | | 3,192 |
| Workforce Recruitment & Retention Fund | | 84,943 | (84,943) | | | |
| Infection Control Fund | | 9,833 | (9,833) | | | |
| | 109,664 | 342,812 | (215,463) | (6,000) | | 231,013 |
| Total of funds | (8,174,022) | 15,089,923 | (14,438,016) | | 4,350,000 | (3,172,115) |

19. SUMMARY OF FUNDS

Summary of funds - current year

| | Balance at 1 April 2022 | Income | Expenditure | Transfers in/out | Gains/ (Losses) | Balance at 31 March 2022 |
|------------------|-------------------------|-------------------|---------------------|------------------|-------------------|--------------------------|
| | £ | £ | £ | £ | £ | £ |
| General Funds | (3,403,128) | 14,289,569 | (14,897,453) | 17,442 | 10,668,000 | 6,674,430 |
| Restricted funds | 231,013 | 78,799 | (139,003) | (17,442) | | 153,367 |
| | (3,172,115) | 14,368,368 | (15,036,456) | | 10,668,000 | 6,827,797 |

Summary of funds - prior year

| | Balance at 1 April 2021 | Income | Expenditure | Transfers in/out | Gains/ (Losses) | Balance at 31 March 2022 |
|------------------|-------------------------|-------------------|---------------------|------------------|------------------|--------------------------|
| | £ | £ | £ | £ | £ | £ |
| General Funds | (8,283,686) | 14,747,111 | (14,222,553) | 6,000 | 4,350,000 | (3,403,128) |
| Restricted funds | 109,664 | 342,812 | (215,463) | (6,000) | | 231,013 |
| | (8,174,022) | 15,089,923 | (14,438,016) | | 4,350,000 | (3,172,115) |

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year

| | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 |
|--|-------------------------|-----------------------|------------------|
| | £ | £ | £ |
| Tangible fixed assets | 7,664,646 | 57,501 | 7,722,147 |
| Current assets | 4,295,703 | 95,866 | 4,391,569 |
| Creditors due within one year | (1,603,590) | | (1,603,590) |
| Creditors due in more than one year | (1,499,329) | | (1,499,329) |
| Provisions for liabilities and charges | (2,183,000) | | (2,183,000) |
| Total | 6,674,430 | 153,367 | 6,827,797 |

Analysis of net assets between funds - prior year

| | Unrestricted funds 2022 | Restricted funds 2022 | Total funds 2022 |
|--|-------------------------|-----------------------|--------------------|
| | £ | £ | £ |
| Tangible fixed assets | 7,434,038 | 54,998 | 7,489,036 |
| Current assets | 4,882,821 | 176,015 | 5,058,836 |
| Creditors due within one year | (1,557,072) | | (1,557,072) |
| Creditors due in more than one year | (1,645,915) | | (1,645,915) |
| Provisions for liabilities and charges | (12,517,000) | | (12,517,000) |
| Total | (3,403,128) | 231,013 | (3,172,115) |

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

| | Group | Group |
|--|--------------------|------------------|
| | 2023 | 2022 |
| | £ | £ |
| Net income for the year (as per Statement of Financial Activities) | (668,088) | 651,907 |
| ADJUSTMENT FOR: | | |
| Depreciation charges | 581,805 | 548,526 |
| Impairment of property valuation | 12,205 | 101,515 |
| Profit on the sale of fixed assets | (157,957) | |
| (Increase)/decrease in debtors | (2,334,072) | (411,942) |
| Decrease in creditors | (100,068) | (183,399) |
| FRS102 pension adjustments | 334,000 | 399,000 |
| NET CASH PROVIDED BY OPERATING ACTIVITIES | (2,332,175) | 1,105,607 |

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

| | Group | Group |
|--------------|------------------|------------------|
| | 2023 | 2022 |
| | £ | £ |
| Cash in hand | 1,123,986 | 4,125,325 |
| TOTAL | 1,123,986 | 4,125,325 |

The company cash balances consist of £847,242 cash in hand (2022: £1,679,260 cash in hand).

23. ANALYSIS OF CHANGES IN NET DEBT

| | At 1 April 2022 | Cash flows | At 31 March 2023 |
|--------------------------|------------------|--------------------|------------------|
| | £ | £ | £ |
| Cash at bank and in hand | 4,125,325 | (3,001,339) | 1,123,986 |
| Debt due within 1 year | (138,274) | (3,911) | (142,185) |
| Debt due after 1 year | (1,645,915) | 146,586 | (1,499,329) |
| | 2,341,136 | (2,858,664) | (517,528) |

24. 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 2023 was £269,000 (2022:

£291,000), of which employer's contributions totalled £235,000 (2022: £254,000) and employees' contributions totalled £34,000 (2022: £37,000). The agreed contribution rates for future years are 22.3% for employers 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 credits adjacent to interest. 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 2023 | At 31 March 2022 |
|---------------------------|------------------|------------------|
| | % | % |
| Discount rate at 31 March | 4.8 | 2.6 |
| Future salary increases | 2.95 | 3.2 |
| Future pension increases | 2.95 | 3.2 |

24. PENSION COMMITMENTS (continued)

| | At 31 March 2023 | At 31 March 2022 |
|--------------------------------|------------------|------------------|
| | Years | Years |
| Mortality rates (in years) | | |
| for a male aged 65 now | 20.7 | 21 |
| at 65 for a male aged 45 now | 22 | 22.3 |
| for a female aged 65 now | 23.5 | 23.8 |
| at 65 for a female aged 45 now | 25 | 25.2 |

Sensitivity analysis (applied to gross defined benefit liability)

| | At 31 March 2023 | At 31 March 2022 |
|--|------------------|------------------|
| | £ | £ |
| Discount rate +0.1% | 22,945,000 | 33,679,000 |
| Discount rate -0.1% | 23,704,000 | 35,156,000 |
| Mortality assumption - 1 year increase | 24,117,000 | 35,914,000 |
| Mortality assumption - 1 year decrease | 22,551,000 | 32,968,000 |
| Pension increase rate +0.1% | 23,698,000 | 35,114,000 |
| Pension decrease rate -0.1% | 22,951,000 | 33,718,000 |

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

| | Fair value at 31 March 2023 | Fair value at 31 March 2022 |
|-------------------------------------|-----------------------------|-----------------------------|
| | £ | £ |
| Equities | 13,105,000 | 13,262,000 |
| Gilts | 437,000 | 645,000 |
| Other bonds | 1,252,000 | 1,493,000 |
| Property | 2,509,000 | 2,813,000 |
| Cash/ temporary investments | 1,106,000 | 1,225,000 |
| Inflation Plus | 1,067,000 | 1,153,000 |
| Infrastructure | 1,661,000 | 1,301,000 |
| Total market value of assets | 21,137,000 | 21,892,000 |

The actual return on scheme assets was a loss of £454,000 (2022 - £1,857,000 gain).

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

| | 2023 | 2022 |
|--|----------------|----------------|
| | £ | £ |
| Current service cost | 238,000 | 315,000 |
| Interest on obligation | 322,000 | 327,000 |
| Administrative expenses | 9,000 | 11,000 |
| Total amount recognised in the Consolidated Statement of Financial Activities | 569,000 | 653,000 |

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

| | 2023 | 2022 |
|---|-------------------|-------------------|
| | £ | £ |
| Opening defined benefit obligation | 34,409,000 | 36,830,000 |
| Current service cost | 238,000 | 315,000 |
| Contributions by scheme participants | 34,000 | 37,000 |
| Actuarial gains | (11,618,000) | (2,897,000) |
| Benefits paid | (630,000) | (607,000) |
| Interest cost | 887,000 | 731,000 |
| Closing defined benefit obligation | 23,320,000 | 34,409,000 |

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

| | 2023 | 2022 |
|--|-------------------|-------------------|
| | £ | £ |
| Opening fair value of scheme assets | 21,892,000 | 20,362,000 |
| Interest income | 565,000 | 404,000 |
| Actuarial (losses)/gains | (950,000) | 1,453,000 |
| Administrative expenses | (9,000) | (11,000) |
| Contributions by employer | 235,000 | 254,000 |
| Contributions by scheme participants | 34,000 | 37,000 |
| Benefits paid | (630,000) | (607,000) |
| Closing fair value of scheme assets | 21,137,000 | 21,892,000 |

25. OPERATING LEASE COMMITMENTS

At 31 March 2023 the Group and the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

| | 2023 | 2022 |
|--|----------------|----------------|
| | £ | £ |
| Not later than 1 year | 142,010 | 133,804 |
| Later than 1 year and not later than 5 years | 78,417 | 173,209 |
| | 220,427 | 307,013 |

26. RELATED PARTY TRANSACTIONS

Neither the Charity or its subsidiary undertakings have entered into any related party transactions during the year which require disclosure under FRS 102, nor are there any outstanding balances owing between related parties and the Company at 31 March 2023.

The key management personnel of Autism East Midlands comprise the Trustees, the Chief Executive Officer, the Director of Adult Services, Finance Director and Headteacher. The remuneration of key management personnel during the year totalled £390,115 (2022 - £398,576) for short term employment benefits and £29,387 (2022 - £28,396) for post-employment benefits.



AEM Autism East Midlands

For more information...

W aem.org.uk

T 01909 506 678

E 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

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