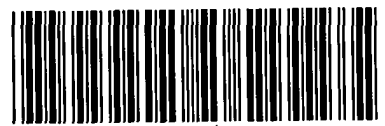


Autism at Kingwood
Annual Report and
Accounts 2021-2022

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COMPANIES HOUSE

*Embracing
Autism*



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About Autism at Kingwood

Dame Stephanie Shirley founded Autism at Kingwood in 1994 to support her autistic son Giles. Dame Stephanie removed Giles from a psychiatric hospital, where he had been kept for 11 years, and into a regular house, where he was supported by caring people who, for the first time in his life, enabled him to make his own choices about his life.



Now a leading charity and specialist autism social care provider, we support autistic adults and people with Asperger Syndrome across Oxfordshire, Berkshire, Hampshire and Wiltshire. Autism at Kingwood is a person-centred organisation, providing the full range of supported living for autistic people; some will have complex needs and need 24/7 support, while others receive 'outreach' support to help them live more independently and provide practical help with shopping or appointments, for example.

Autism at Kingwood delivers an excellent service to autistic adults, and we support their families and our staff along the way. We invest in specialist training that makes the charity an expert in its field.

A crucial element to the work

During the year, we supported 160 people, an increase of 20 from last year.

During the year, we were pleased to take on two supported living homes in Oxfordshire, and provide support for nine people.

we do is to support people who have been 'stuck' in inappropriate in-patient settings - some for many years - and enabling them to live in the community in a way that they desire. Being autistic should never mean being locked-up for years and we are working with local authorities to provide solutions to this distressing scenario.

Additionally, Autism at Kingwood employs two psychologists who provide one-to-one support.

OAADSS
Oxfordshire Adult Autism Diagnosis Support Service

The charity also delivers the Oxfordshire Adult Autism Diagnosis Support Service (OAADSS) on behalf of Oxford Health. OAADSS delivers

autism diagnosis and post-diagnostic support - either on a one-to-one basis or through workshops.

To help enhance the lives of those we support, the charity provides a range of meaningful and developmental activities, including a work project, horticultural therapy, a weekly social club, organised days out and much-loved parties! We successfully fundraised in 2021 for a holiday home, available for the people we support, their families and our hard-working staff.

The year saw a significant increase of 838 referrals for OAADSS.

Autism at Kingwood has an excellent reputation in both the autism and social care sectors for, as Dame Stephanie says: 'providing creative solutions for complex situations and importantly, for persevering when other services have failed'.

From the Chair and Chief Executive

This review is dedicated to our support staff, and we have several features in this Annual Review, which provide a flavour of their resilience, commitment and kindness to the autistic people we support.

Last year, we wrote that it was possibly the most challenging of years for social care. But that was before 2022 arrived.

The impact of losing valued, skilled staff through Brexit, Covid, the woeful under-funding of social care and the cost-of-living crises has been well documented as the 'perfect storm' in social care.

While many providers have had no alternative but to hand back services, or even shut down, prudent and lean management at Autism at Kingwood has prevented any losses or compromises to the quality of service we provide. Indeed, we took on two new services this year, providing supported living to nine people. However, like other providers, staff recruitment, retention and turnaround have been challenging and the bottom line is that we can't pay them what they deserve.

Last year, we initiated the **#BetterPay4SocialCare** campaign, bringing together 27 social care organisations which represented over 400 adult social care providers. Local authorities continue to underfund, while we continue to negotiate for realistic remuneration for the specialist service we provide.

We are indebted to our frontline workers, who demonstrated compassion and loyalty during the most challenging of times over the last two years of the pandemic. Some support workers moved away from their families, and many cancelled leave to maintain consistency for our beneficiaries and minimise the traumatic effects of lockdown.

These challenges didn't deter us from launching our **Transforming Lives** service, supporting autistic people out of inappropriate long-term in-patient care and into the community. This is incredibly important work, which we feature in this review.

We have been committed to enabling people we support to participate in activities and opportunities, especially as lockdown was lifted. A grant from the European Social Fund has enabled us to deliver a **Work Programme**, alongside the horticultural therapy and activities we provide.

At the end of the year, Kate Allen, our Chief Executive, left for pastures new. Kate, who had worked at Kingwood for 13 years and seven as our CE, was an inspirational leader, and we were very sorry to see her go.

We are delighted that our Chief Operating Officer, Estelle Christmas has taken on the role of Interim CEO while we find the right person for this pivotal and creative role.

Our staff

We are immensely proud of our staff who have been the

backbone of our organisation throughout COVID, and who continue to work with us, as we face the staffing challenges in social care and cost of living crises in society.

During the pandemic, our staff really went the extra mile, ensuring strict policies and procedures were adhered to, keeping the people we support safe and well, and because of this level of diligence, Covid cases were low amongst the people we support.

We encouraged our staff to use a free, independent, and confidential wellbeing service that we subscribe to, enabling staff to make online doctor appointments at their convenience, and speak with well-being and finance professionals

We employ people for their caring values and provide comprehensive autism training that will enable support workers to be experts in their field. We deliver a Career Progression programme, enabling support workers to develop their skills and fast track to more senior positions, such as Support Team Coordinator, Support Manager or Area Manager.


We were delighted to welcome 51 new support workers to Autism at Kingwood during the year.

However, the cost of living crises has created a staffing crisis in adult social care, with many talented staff being forced to exit the sector.




John Finney
Chair




Estelle Christmas
Interim Chief Executive

Our Frontline Staff

Steve Painting

“ The last year has been difficult for all of us during this pandemic, but especially so for autistic people who are used to routines and rituals during their day-to-day lives. I decided to mark my 13 years with Autism at Kingwood by raising money for the people we support to have a get together later in the year when it safe to do so. I completed a sponsored 23 mile walked along the Ridgeway in Oxfordshire, raising £621, which was spent on a Kingwood Day in September – our first post-lockdown celebratory gathering.

Before I came to Kingwood I worked in a factory and was made redundant when it closed. My friend, who worked at Kingwood, suggested I apply to be a support worker. I was a bit reluctant at first, because I'd never done anything like care work before, but I went for it and I'm glad I did!

Obviously, it's a lot different from working in a factory - in a factory you finish at a certain time and then can go home. Here, I can find it quite difficult to switch off, because we're dealing with people and not machinery and I am responsible for the people that I'm working with. I did find it a bit of a challenge to begin with, but my colleagues were really supportive. This job is much more rewarding than factory work! At one point I did leave for a very

short period, but I came back! I thought the grass would be greener on the other side – but it wasn't. I went to another charity where I went from house to house, but it just wasn't for me because I like to spend more time with the people I care and support for, so I came back to Kingwood.

Every day is different at Kingwood. It's nice to see people I support smile when they are happy. It's nice to be able to support and help someone and come home thinking you have really made a difference to someone's day.

I remember one holiday I went on with a person we support. We abseiled together, the person I was supporting in a wheelchair, with me attached to him. He was a bit nervous, but we did it. The abseil was recorded, and whenever I went to support him, we would watch the DVD and it would make him smile and laugh.

The training at Kingwood is second to none – that's one reason why it's great to work here. And the other reason is, Kingwood staff have stood by me when I've had problems and difficulties, they've supported me and have been really understanding. If staff ever have any problems, they can talk to their manager and support team. Everybody's so supportive.



Fundraising has meant that I can give something back to the charity and I'm already planning another fundraiser! I used to do a lot of running when I was younger and I'm keen to do a marathon. I did the Oxford half marathon for Kingwood a few years back.

I enjoy working with Kingwood and I hope to carry on for another 13 years!

Tracie, mum to Arthur: Steve has supported Arthur for 6 years and I cannot speak highly enough of him. He is an asset to Autism at Kingwood. He is always so reliable, kind and dedicated in his support of Art and so diligent to his every need. He is always smiling and has the most calm disposition, yet his strength of character shines through in supporting Art on every level.

He is ever mindful of Arthur's happiness and plans many outings within a structured routine. He also really cares about Arthur's physical health and helps to keep him active with lots of interesting walks. We feel so fortunate to have such a wonderful support worker and Arthur feels so safe and secure with Steve. He is truly worthy of recognition of his outstanding support."

From Christian, Steve's manager: Steve works really hard and is very good with the guys. He's very resourceful and consistent. He's a great asset in outreach.

Autism at Kingwood is committed to supporting autistic people in challenging situations and are experts in helping autistic people through transitions in their lives.

As of November 2021, the 'Assuring Transformation NHS Digital Data' indicated:

- In total there are still 2,085 autistic people and those with a learning disability in mental health hospitals
- 100 of these are thought to have been 'stuck' there for 20 years or more
- 1,235 of these people (59%) are autistic
- 185 of them are under the age of 18

As a specialist organisation, the support of autistic adults has always been top of our agenda. Following the Winterbourne scandal, which was 10 years ago, we have always had it in our sights that we want to do as much as we can to help

people either be discharged from inappropriate hospital settings or prevent the hospital admissions in the first place.

Autism at Kingwood has a very strong track record and reputation of being able to support people with complex needs to remain within their own homes successfully. Therefore, when Wiltshire Clinical Commissioning Groups (CCG) were looking for an organisation to help an autistic individual move out of inappropriate long term inpatient care, we were approached for our proven knowledge and skills to provide this vital support. This

Barbara, mum to Cathy who is supported by the Transforming Lives team: "I cannot emphasise enough how much we admire the (Transforming Lives) team that have been working with Kathy."

They have shown such perseverance through some difficult and challenging times. They are so very committed to trying to help Kathy. During my last visit to Kathy, Jonathon showed such patience in dealing with her."

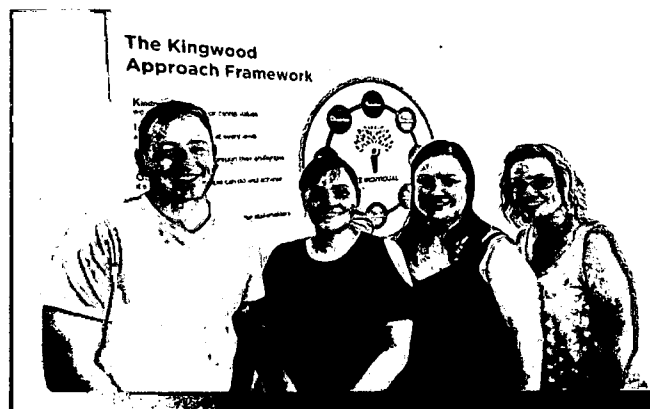
was the catalyst for creating the Transforming Lives Team.

Over the last year, our team has successfully supported two autistic adults to transition out of inappropriate long term hospital care to their own homes and has been approached by CCGs to support two further individuals.

The successful transition of someone who is living in a long-term inpatient setting to living in the community, relies on a close partnership between the hospital setting, local providers, and organisations to provide multi-disciplinary, person-centred care.

Working with commissioners and professionals, we can provide that multi-disciplinary team which will truly reflect the needs and wishes of the person leaving hospital. Within Kingwood, the Transition Lives team is supported by our two psychologists, and we have professionals we can call on if needed. Wherever appropriate, we foster a partnership with families, advocates, and friends to gain the best outcome for the person who we are supporting.

It can be a long journey of transition, and the team will often unravel mental health trauma that being kept in an institution has created.



Our Frontline Staff

Milca

Before Kingwood, Milca was a carer in the community. She supported older people, something she really enjoyed.

“ I started with Kingwood in 2016 as a bank worker. I didn't know much about autism when I joined, and I didn't know what I was getting myself into. But I found that I really enjoyed supporting autistic adults; I found myself really empathising and putting myself in the shoes of those I supported, and I discovered that I shared Kingwood values - kindness, compassion, and service to humanity.

The first person I supported had just come into the organisation and hadn't had a successful time with his previous provider. He would tell us how he liked to be supported and with the good knowledge and training Kingwood provides staff, we were able to successfully support him. He said he wasn't understood by staff at his last provider but felt understood by Kingwood staff.

I really commend the training Kingwood run; it brings a picture of what to expect. It built me up with courage and confidence.

I have progressed to the role of manager at Kingwood and I have

grown in skills I didn't have. I have tapped into my potential. I like the trust Kingwood has placed on me. The staff I manage have their own challenges, so I have to be at my best mentally for them. I must be honest and truthful. I am growing to understand people more and their values, and I am learning every day. Sometimes the workload can be challenging, but I receive a lot of support from my area manager and from the organisation. They are reachable at any time if I want to speak with them. They are very understanding.

Kingwood is authentic - I mean, the care it says it provides is the care it does provide.

Kingwood is authentic - I mean, the care it says it provides is the care it does provide. The Kingwood values are held by everyone - everyone has the heart of Kingwood.

I always like talking to Lynn (Chief People Officer), who is very open and honest and really stands by her staff.

Social care is a very challenging industry, especially with the staffing crises in the industry. But it



encourages me how we handle this at Kingwood. It isn't easy, but the fact that we are still here and still recruiting, encourages me to know that we will get through this.

To see people we support, progress from when they start with us to find a home with us, helps me see the bigger picture of the difference we are making in the community.

We may not be recognised, or we may not be celebrities, but I know that little things we do - the act of love, the act of kindness - it means a lot to somebody who may not have a voice out there.

”

Out of Lockdown!

We were pleased to finally meet again for a Fun Day and BBQ in the beautiful setting of Path Hill Outdoors, near Reading.



Autism Excellence

Great autism practice

We are incredibly proud of one of our supported living homes, known as Windrush which was shortlisted for the Learning Disabilities & Autism 'Great Autism Practice' award.

The home was set up for two women who were moving from a housing provider that they had been with for many years and the transition took place during the first peak of the Covid-19 pandemic. The Autism at Kingwood support team therefore had to act sensitively, but also in line with Covid-19 guidance to provide a relaxed and successful transition, ensuring the tenants really felt at home with their new support team.

The Windrush team worked closely alongside the previous housing provider, an



occupational therapist and the families of the women, to ensure the house had everything needed to make the transition as safe as possible and was adequately adapted to their needs.

The house has been set up to promote individual independence but also

encourage a family atmosphere within the household. The supported people are encouraged to make decisions about the activities they want to do - weekly pub lunches and Zumba are the most popular activities, with staff joining in with the exercises to enable a sense of unity. Craft and pamper sessions are also regular activities.

To ensure the women we support felt at ease in their community, the support team introduced them to the local businesses and, with the ladies' permission and support, invited local neighbours' round for tea and cake.

Below: Dame Stefanie Shirley spends an afternoon at Windrush.



Our Frontline Staff

Owen Mayes

“ In the summer of 2020, I was looking at changing my career direction as my business had ceased to be financially viable due to covid. I was looking at something in the care field, as I had started volunteering at the Royal Berkshire Hospital in Reading and had found this to be very rewarding.

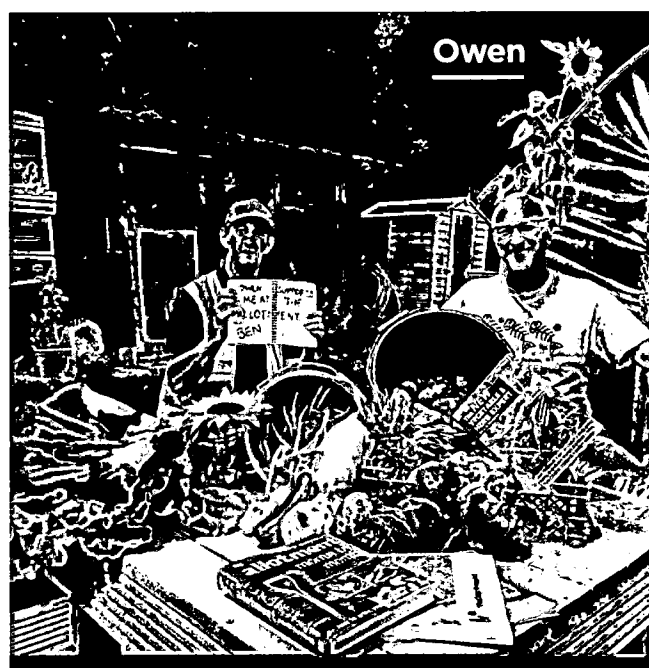
I had collected some application forms from a couple of companies that operated retirement homes and had initially approached my friend Belinda MacLeod for some advice, as I knew she worked on the care field.

Belinda was very helpful and suggested that I should consider working for Kingwood, as I already had some experience of working with people on the autistic spectrum and Belinda thought it would be a good fit for me. My business had been an exotic animal-handling business, taking animals into schools, youth groups, events, and children's birthday parties. I provided free charitable days for several charities which supported autistic children and young adults. I hadn't realised that I was gaining valuable, free, on-the-job training! After going through the interview process and being accepted, I started training with Kingwood in August 2020. The training modules seemed quite daunting at the time,

but Belinda was very encouraging and seemed to have complete faith in me, which was very helpful. The more I learned about autism, the more I realised that I too am clearly on the spectrum, so it was a useful learning curve, both professionally and personally.

As I have settled into my new role, I have inevitably bumped into other care workers from other organisations, which has made me realise how fortunate I am to work for Kingwood: Kingwood has a very positive and people-centric work ethos, which meshes in with my spiritual approach to life.

I really enjoy the excitement of not quite knowing what each day will bring, knowing that what I do can seriously improve the mental well-being of the people I support and knowing that the families of those I support are having an easier day knowing that those they love are safe and supported. How would I feel if my children or siblings needed support, what would I want for them? It's very rewarding knowing that you make a difference. I am part of a happy team that is very supportive of each other, and that culture is nurtured by our manager Belinda: I never feel that I can't ask for help or advice, or that my manager is unapproachable – that's important.



It's very rewarding knowing that you make a difference. I am part of a happy team that is very supportive of each other...

I'm happy to be here and feel that this is exactly where I'm meant to be. Not everyone I know can say that. I think that's pretty amazing.

”



Sarah

receives the Pride of Reading Inspiration Award.

I absolutely love my role within the organisation and supporting individuals to genuinely have their needs and wants for their lives heard and acted upon...

Our Frontline Staff Sarah Shield

Transforming Lives Lead, Sarah Shield, received the Pride of Reading Inspiration Award for her dedication to the autistic community.

“ I have worked for Autism at Kingwood since 2013. I initially joined the organisation as the Young Adult Transition Manager and supported young people who had left various children's services to build skills and routines in their adult life before they transitioned into long term supported living services. This began my concentration in supporting adults with autism to transition successfully through various settings and stages in their lives, through placements or new services and, more recently, away from inappropriate settings and support and enabling them to build their 'Good life'.

Since becoming the Transforming Lives Lead, I have been working with multiple CCG and Local Authority Social Care Teams to build, deliver and commission bespoke support for individuals to help them improve their mental wellbeing from their previous experiences within the social system, either supporting them out of inpatient units and ATUs or preventing re-admissions.

I have my Level 5 QCF in Health and Social Care and will be undertaking my Level 7 in Health and Social Care Management. I am Kingwood's Safeguarding Trainer and Safeguarding Lead, a BILD PBS (Positive Behaviour Support with the British Institute for Learning Disabilities) Coach, a PROACT SCIPr (Positive Range of Options to Avoid Crisis and to use Therapies - Strategies for Crisis Intervention and Prevention) Trainer and I am currently undertaking the course to become the organisations Makaton Trainer. I am the Challenging Behaviour Foundation Lead for Kingwood and am signed up to their professionals' network, to share ideas and support other professionals focusing specifically on behaviours of distress and to help better support individuals who have been through trauma. I am also a part of a small, independent focus group, working specifically with like-minded organisations to ensure a better delivery of truly, person centred support.

I absolutely love my role within the organisation and supporting individuals to genuinely have their needs and wants for their lives heard and acted upon, supporting them to plan the stepping stones to help them reach their ultimate goals, dreams and aspirations is honestly so rewarding. **”**

Providing Added Value



Kingwood Holiday Home
With our fundraising target reached at the end of 2020, we were delighted to purchase our holiday home and officially open it in June 2021.

Thank you to everyone who supported our fundraising.

Activities

As we emerged out of lockdown, our Director of Operations surveyed the opinions of the people we support, their families and our staff to find out what sort of activities people would like to do.

The survey showed that there is an even spread of interest in indoor activities, outdoor activities and culture and sporting activities.

The survey revealed the following areas of interest:



Nature e.g. bird watching, plants, butterflies, landscapes etc.

3



Indoors e.g. board games, quiz games, crafts, cooking, art etc.

21



Culture and entertainment e.g. music, art, sports, socialising, dance etc.

19



Outdoors e.g. gardening, rambling, train/plane spotting, metal detection, photography etc.

21

Health and fitness e.g. gym, swimming, cycling, yoga, trampolining, Zumba etc.

18



How we responded

We organised a staff virtual Everest Base Camp Challenge, raising over £1,500 towards equipment, including binoculars, metal detectors and a National Trust annual group pass. Special thanks to staff who took on the challenge – Liberty Barlow, Agueda Requena, Kate Allen, Estelle Christmas, Philippa Stannard and the Transition Team who took part in this. Using the Strava app, the challengers uploaded their walks, runs and rows, including from Carmarthenshire in Wales, along the Kennet and Avon canal, the Oxfordshire countryside and rowing on the Thames.

In early 2022, we recruited a part-time Activities Coordinator, to respond to the survey results and who embarked on organising days out and activities workshops for people we support.

We started fundraising to open a Friday night social club in central Reading.

Gardening

Our allotment at Hanley-on-Thames continued to provide regular peaceful respite, and skills development to people we support! We were pleased that a local nursery with neurodivergent children came on a regular basis for some fun activities.

Adam, our Gardening Coordinator fundraised for some fantastic additions to the space, enabling us to create a Zen garden, a seating area, as well as tools, seeds and fruit trees. Thanks to Simply Plants, Gibbs & Dandy, Silvers Workshop and the

UK Gay Gardeners Facebook Page donors.



Kingwood Small Grants

During the year Autism at Kingwood set up a grant scheme allocating unrestricted funds of up to £1,000 per quarter to projects that have a meaningful impact on people we support.

We were pleased to support Nik with the costs to build a fence in his garden to stop Nik's neighbour's dog from ducking his head under the bushes and barking at Nik each time he went into the garden. Nik found this distressing and was even considering a house swap, even though he loves his bungalow.

Lucy had been buying gardening equipment and a BBQ, so that she could enjoy her garden more. But she couldn't afford a shed, and so the equipment stayed in her home. We were pleased to buy her a shed for her stuff!

Working with Dogs for Good

We continued our ongoing collaboration with disability dogs' charity, Dogs for Good. Using Animal Assisted Intervention, we supported several individuals to overcome specific challenges and develop life skills.



Education & Skills Funding Agency

Work Programme

Autism at Kingwood was successful in securing funding to deliver training and work opportunities to 15 autistic adults, to commence in April 2022.

Funded by the European Social Fund and Education & Skills for care, the funds have enabled Autism at Kingwood to employ a part-time Work and Skills Coordinator, who will support individuals on their chosen path towards the world of work.

The coordinator will provide a range of work preparation and learning opportunities, including CV and application writing, interview skills, job searches, travel training and money management. The coordinator will seek work opportunities, enabling the participants to gain work and work experience.

Autism at Kingwood is truly grateful to the individuals who donated to us, fundraised for us, and who chose to leave a legacy to Autism at Kingwood. We appreciate that this was, and remains, a time of financial uncertainty for many, and our supporters' support is truly valued. Thanks to the Kendrick Masonic Lodge for their ongoing support, and to The Kennel Club Charitable Trust who enabled us to continue our work with Dogs for Good.

Our Frontline Staff

Renee – Gardening, Activity and Work Coordinator

“ I started working in the care sector in Germany, where I am from originally. I think it was my desire and ambition to make a difference to peoples' lives.

Education was for me the pathway. I studied Education and worked first in nurseries and then schools. I went on to take a Masters degree in Special Educational Needs. I wanted to make changes through education, for people to be treated more equally, be happy and have more opportunities.

Before joining Kingwood early in 2022, I worked in the UK for many years, supporting people with learning disabilities, first as Activities Coordinator – which included horticultural work - and then Employment Manager. So, I was attracted to the job offered at Kingwood, because it brought together my areas of expertise and interest, and my desire to support people to participate in meaningful activities.

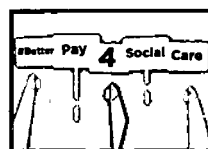
I really enjoy what I do here at Kingwood; I love working outdoors with people at our wonderful allotment in Henley, and helping people develop skills in a peaceful place. In my role as Activities Coordinator, it's great to put on days out and workshops, and see people enjoy themselves. In my role

as Work Coordinator, I am able to help people gain skills in, and access to the world of work; I also meet great people who really want to help us by providing volunteer and work opportunities.

It's not easy to bring an organisation together that has such a wide network, but I like the fact that there is a lot of ambition at Kingwood to go the extra mile, to employ specialists and provide extra training, and to push policies – such as the campaign for better pay.



#BetterPay4SocialCare



In 2020, Autism at Kingwood initiated a nationwide campaign #BetterPay4SocialCare calling on Government to increase funding to local authorities, so that care providers like us can increase care worker pay.

The salary support workers receive is determined by an hourly rate that local authorities pay social care providers and is rarely enough to pay people more than the national living wage.

We therefore decided to launch a petition calling on Government to provide increased ring-fenced funding to local authorities to pass

on to social care providers so that all social care workers. During 2021, 28 social care organisations signed up to the campaign – representing over 400 providers. By November we had over 10,000 signatures.



We joined the Future Social Care Coalition, a powerhouse cross-party and cross sector group which includes senior politicians, employer groups and unions, campaigning for social care reform. They organised a meeting with Gillian Keegan, Minister for Care at the Conservative Party Conference, to whom Kate Allen Kingwood's CE, made the case for #BetterPay4SocialCare.

The #BetterPay4SocialCare campaign group delivered the petition in November, before the budget. Photo of us at the steps of the Treasury.



The Treasurer subsequently announced an increase in national living wage from April, although this is below the Real Living Wage, which is the calculated amount based on the cost of living.

We can't emphasise enough how tirelessly and compassionately our frontline staff worked during lockdown, and the Trustees and Senior Leadership Team took the decision to increase the salaries of frontline support workers by 7% in 2022. However, when taking into account the increased 1.25% National Insurance contributions and spiralling cost of living rates, support workers are financially worse off now than this time last year.

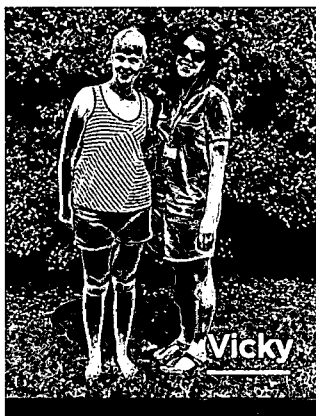
In early 2022, we were waiting to hear from the local authorities in which Autism at Kingwood deliver support, about the increased rates we would receive for the new financial year. The response was disappointing and does not adequately factor-in employee National Insurance contributions and the necessary increase of pay that helps to make Kingwood a great place to work. The local authority increases appear arbitrary, and therefore not based on true calculations. For example, Reading increased its funding to us by 4%, whilst Oxfordshire increased funding to 6%. We will continue to campaign for increased funding and negotiate for rates that truly reflect the specialist support we provide and will pass this on to our support staff in recognition of their expertise.

Our Frontline Staff

Vicky Smith

“ I joined Kingwood back in March 2006, as a Support Worker. Before this, I was working at a day service and a couple of guys who Kingwood support used to attend. I really enjoyed working with them and wanted to develop my skills and work with them in a more person-centred way. So I decided to apply to work with Kingwood and requested their service so I could do just this.

I think within the first 6 months I was made a Team Leader. Over the years I worked and managed in quite a few of the Oxfordshire services.



I had my first daughter in 2009 and a few years later, my second. In 2016 I decided I wanted take a break from Kingwood and pursued a different path and became an Ofsted Registered Childminder. It meant that I could be at home with my girls during their early school years. However, I did remain as part of the Kingwood bank staff for a while and would pick up shifts every so often to keep in touch with some of the guys.

In March 2020 the pandemic arrived; it changed a lot of things. I decided that I wanted to come back to Kingwood – and so I phoned Lynn and by April I was back working for Kingwood again as a support worker! However, by the end of 2021 I accepted the role of support manager. Turns out I can't keep my nose out of what's going on in the services, and deep down I did miss it.

Working at Kingwood has been, and continues to be, a great learning experience for me. ”

“Working with Vicky is great. She gives me room to connect with the people we support and encourages my independence to engage the ladies in the activities of their choice.

She's always around either in person or by phone/email if there are any questions that I have or things that I'm finding difficult and will always get back to you at her earliest convenience after her days off.

In supervisions she's always quick to give positive reinforcement, which is encouraging but more importantly, she's always looking for ways to further the people we support's experiences and has great feedback on areas of improvements I have & things she'd like to see me do.

I enjoy this because to me it means she's comfortable and confident giving me greater responsibilities. One of my favourite things about her is how accommodating she is.

As a full time student, working alongside my studies is difficult at times but she's great at working with me so that my work-school balance works in favour for me and the service. She's got a fast turnaround when it comes to

Constantine Ngigi, Vicky's Manager: Vicky has been very supportive, positive, and passionate in her role. When she started at a female only service, we were going through some changes, and Vicky demonstrated vigour and an all-rounded skill set while coordinating the transition, which was a great success. She has continued to be creative and inspiring for the staff team and thus manages to bring the best out of the individuals whilst ensuring a continuous improvement in the quality-of-service delivery.

requests for time off and shift swapping which makes the service great to work at because we all help each other out where possible and Vicky is supportive of that. I couldn't ask for a better manager.”

Cindy Theurl, Support Worker

Equality, Diversity and Inclusion at Kingwood

In 2021, Autism at Kingwood created and published a formal statement to share our position on diversity, equality, and inclusion, and importantly our intent for action in the year ahead.

During the first months of 2022, we conducted our initial audit and analysis, which we shared with stakeholders and social platforms.

Actively seeking the views of stakeholders

Using online platforms to keep in line with Covid guidance, we have held staff forums to make the senior team accessible for the workforce.

In addition to local family meetings, we hosted wider meetings for all relatives, parents, and carers of people we support to have the opportunity to meet each other as well as members of the management teams. We are keen to ensure we retain the personal contact that has always enabled the charity to remain connected.

Reviewing the demographics of the areas in which we work in order to identify local targets for reaching autistic people from ethnic minorities
We are now collecting data to explore the diversity amongst the people we support. There are many more people we want to share our support services with who may not be aware we can help or know how to contact us.

Exploring the language we use when advertising and communications to attract a more diverse workforce and encourage career progression. We have looked at the materials we use on recruitment resources, and others, and included a more diverse range of visuals.



Gender

Our gender breakdown shows we have 65% who identify as women and 35% who identify as men. This is more heavily weighted towards women than the national sector average, which is 58% women and 42% men (EFC).



Seeking feedback and opinion from employees within ethnic minority groups

This is undertaken on an individual basis with employees from all levels of the organisation.

We signed up to Race Equality Matters and their #MyNames campaign in February, requesting staff provide a phonetic version of their name in their email signature.

#MYNAMEIS Your name is more than just a name. It's part of your heritage, identity and pride. But all over the world, names are mispronounced. And regardless of the reason, it's hurtful to those affected. Race Equality Matters launched #MyNames to help people share their real names by translating it to phonetics. And a rally cry for organisations to standardise these phonetic spellings in email signatures and throughout their business. Share your name, share your story.



GEC

We joined the Global Equality Collective during 2022, who conducted a survey to gather employee perceptions of our approach to gender diversity, fairness, and equality. Key takeaways are illustrated below:

Respondents are largely proud to be working for Autism at Kingwood and feel valued and supported by their immediate team members.

Career Progression



of respondents are either unaware of, or believe there isn't a clearly defined process when considering advancement and promotions.

Inclusion and belonging



of respondents said they are proud to work for this organisation (18% were ambivalent 3% said no)

of respondents feel that they are a valued member of their team

of respondents feel like a valued member of the organisation

Diversity



of respondents believe diversity is a key values of Autism at Kingwood

of respondents believe diversity is a key values of Autism at Kingwood

of respondents believe that Autism at Kingwood regularly seeks to open up discussion with staff on gender equality and inclusion

Gelasius, Support Worker

"For me working during Ramadan can be hard. Ramadan is a chance to bring you closer to God.

You have to be disciplined... but when you're on shift, with no food or drink, smelling food cooking or watching people eat, really tests you.

My team were always really supportive, and stayed someone I support whilst I prayed. Ramadan is so important in Islam and having a supportive team helps massively."

Our Frontline Staff

Bayomi Abebiosu

Bayomi began his career in social care in 2010, when he joined Autism at Kingwood as a support worker.

Having previously worked for Royal Mail and at BMW, he was immediately drawn to the role for personal reasons.

“I had a sister who had autism, Downs Syndrome, and epilepsy, who passed away. In Nigeria, where I come from, many people don't have knowledge about learning disabilities and disorders, and they still believe that these disabilities are brought about because of witchcraft – even in the cities. So, when I started working at Kingwood, I felt guilty that I hadn't done enough for my sister because I didn't have the knowledge about autism at that time. I wanted to do this job to help autistic people and open peoples' eyes who might still have these beliefs in witchcraft.”

Bayomi worked for several services over the years, until he was approached by one of our Area Managers who encouraged him to take a managerial role in one of our services.

‘She said “Just try it for a few months – you might love it!”’ Bayomi has now been a Support Manager for a year and is



responsible for nine people we support over four services.

“I enjoy managing because I think I relate to staff members because I have been in their shoes. I listen to staff, I try to resolve things, support them to balance their family life, especially those with young children. I manage the rota according to their needs, as well as the organisation's needs, and I think they love to work with me.

Lockdown was challenging for many autistic people who couldn't really understand what it meant and why their routine or activities had changed or stopped. Bayomi organised for staff to deliver lots of new arts and crafts activities, tasks in the back garden and walks to the park.

Bayomi knows how important it is for families of people supported to be updated. He video calls the families of those he manages every week, ensuring they know about their health and well-being, as well as any appointments they may have.

Bayomi says: “Kingwood has a lot of kindness, from the Area Managers, HR and even the CEO. Kingwood takes care of their staff and their wellbeing. The frontline managers listen to their staff, which is why we have a lot of people staying at Kingwood.”

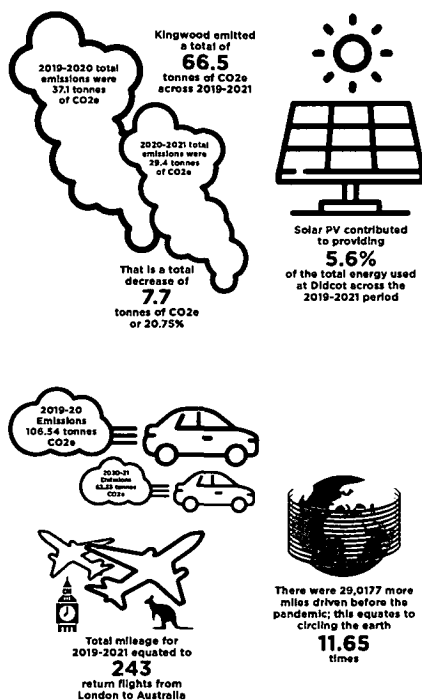
Sarah, Bayomi's manager:
“I suggested that Bayomi apply for the role as Support Manager, as I have witnessed how he has supported some of our most challenging individuals. He has a calm presence and completes tasks willingly. This calm persona has a calming influence and carries across to staff. Bayomi took the lead and often took responsibility as a support worker and went above and beyond in his normal daily duties. Bayomi is open to learning from his peers and is very respectful when with the PWS. Bayomi is flexible and organised and has held management positions before in a different industry. Staff appear to respect Bayomi, and he has a natural way of communicating with colleagues, without belittling them.”

Our Carbon Impact

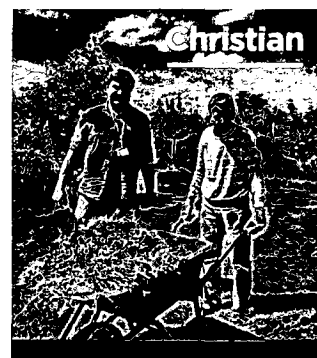
In July 2021, Ellen Welsh joined Autism at Kingwood as an intern as Environmental Impact Officer. Having completed her Geography degree at Reading University and waiting to start her master's degree in Environmental Technology, Ellen was drawn to our Internship, as renewable energy and sustainability were core interests for her.

The brief was to assess our carbon footprint, comparing pre-Covid levels with levels during lock-down and look for learnings to enable us to reduce carbon emissions. There were interesting challenges here, as the nature of providing support means we are reliant on cars to transport some vulnerable adults, rather than use public transport.

Ellen produced a comprehensive report on Autism at Kingwood's environmental impact and key findings included:



Our Frontline Staff Christian



“ I am originally from Germany and had worked in social care for two years when I was young, as an alternative to army service. Before coming to the UK in 2008, I pursued a career in natural healing, having gone to medical school for three years, and developing and setting up organic supermarkets.

Arriving in England, I started work in a nursing home and then worked as a Community Support Leader, before applying to Kingwood in 2018. Somebody suggested I apply to Kingwood before, but I never did because I am loyal to any organisation I work with.

My current role at Kingwood is working in outreach in Oxfordshire, where we support people already living quite independently in their houses. Before then I was managing a supported living house. I love the variety of outreach and the ability to learn and develop; I do a lot of things I wouldn't have done in my old service. I have a lot of contacts with social services and brokerage teams. I can create events like BBQs – not one day is the same and it's quite exciting, there is always something happening. It is well suited to me. I like the buzz!

My ratio of work is around 80% working with people we support

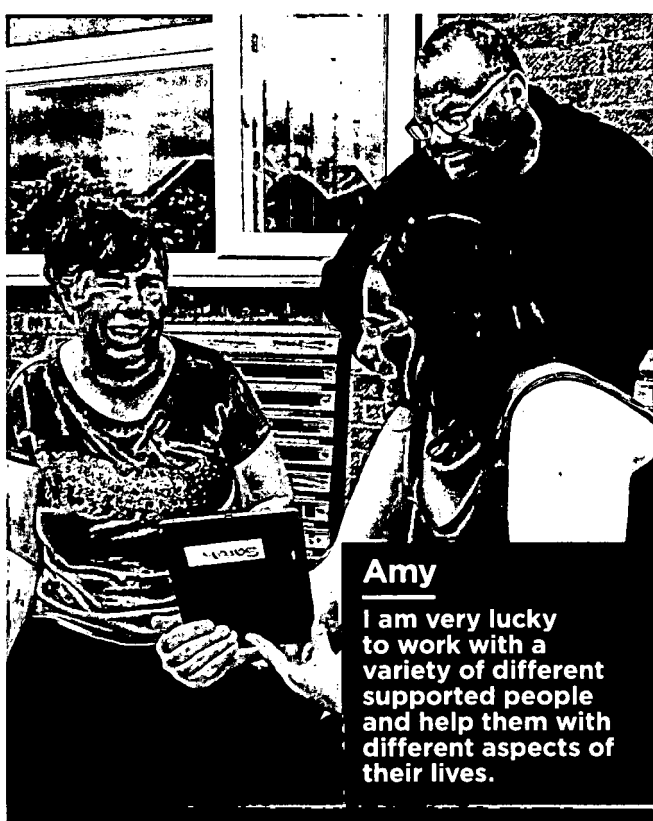
and 20% staff, whereas with managing a supported living house the ratio is generally the other way around. My role involves me doing a lot of support – it's the only way I can get to know the people supported. Typically, people we support in outreach have high functioning autism and often have mental health or other issues.

I enjoy working for Kingwood and rate Kingwood as an employer. Kingwood have funded my PROACT-SCIPr* training and I am now an instructor. I can be honest with my managers, and I feel heard. I'd like to develop my career at Kingwood, although I really love working in the operational side. I have my QCF Level 5 (Management in Adult Social Care).

“ PROACT-SCIPr training focuses on positive approaches to behaviour management which encourages the use of proactive responses. All Kingwood support staff receive this training.

Our Frontline Staff

Amy Rhodes



Amy

I am very lucky to work with a variety of different supported people and help them with different aspects of their lives.

“ I have worked in social care since 2004, when I was 18 years old, where I joined an organisation supporting adults with learning disabilities.

I worked at a day centre and ran lots of different sessions including a newsletter group, bus training, golf, helping people find volunteer work, drama and a social group. I can honestly say I loved my job and could see myself being there for a long time.

Then in May 2020, the organisation closed this service due to financial issues, and I was made redundant. So, after 16 years, I had to decide what I wanted to do next. I knew I still wanted to work with adults with learning disabilities and came across Kingwood.

I visited the Kingwood website and could see all the fantastic work they were doing and how they promoted 'Kindness at Kingwood' and really valued the staff and supported people. I started working at Kingwood in June 2020 and have been here nearly 2 years.

It was a big step to come to another organisation after so many years but I'm glad I did it.

During the week, I work at four different services, all around the

Vicky Smith, Amy's manager:

“I have found Amy to be proactive in her position, and this has helped with supporting Meg to attend her fitness classes. Meg recently received member of the month because of the wide range of activities she's doing there. Amy and Meg have also enjoyed going out on bike rides together too around Abingdon.”

Abingdon area; I don't drive, so this is ideal. Some people I support live independently, and some are in supported living homes. I feel like I have developed positive relationships with everyone I support.

I am very lucky to work with a variety of different supported people and help them with different aspects of their lives. I am very passionate about the work I do and look forward to what the future holds for me at Kingwood.

”

Financial Review

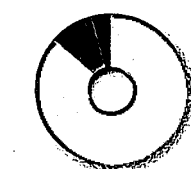
The multiple operational challenges presented by Covid, staff sickness and turnover, new services and an increase in the number of people we support inevitably led to higher unplanned costs and complexity that had to be managed on a day-to-day basis.

The increase in costs was largely due to the use of agency staff, higher wage costs, additional processes necessitated by Covid and greater administrative demands in coping with the complexity. This also resulted in more follow up with all stakeholders so that we remained responsive to the needs of the people we support, our funders, suppliers and staff.

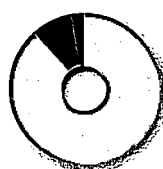
With concerted effort from staff, one-off financial support from some funding authorities and focused financial management we have ended the year relatively strongly with a surplus of £233k. Income and expenditure were £1.8m and £1.2m higher than last year at just over £10m and £9.8m respectively.

The increase in net assets and general (unrestricted) funds to £2.3m and £2.08m also raised our free reserves by £321k to £840k. This represents just over one months' operating expenses. Our reserves policy aim, in the medium to long term, is to build reserves to cover operating expenses for three months while retaining the capacity to invest appropriately and respond to exigencies caused, amongst other factors,

Autism at Kingwood 2021/22 Financial Performance



Income	
● Supported living	£8,691,806
● Outreach	£953,477
● OAADSS	£275,210
● Other	£139,077
Total	£10,059,570



Expenditure	
● Supported living	£8,682,368
● Outreach	£881,609
● OAADSS	£262,564
Total	£9,826,542

by the current high rate of inflation. At current expenditure levels this implies free reserves target of £2.4m in the medium to long term.

During the year, due to high transaction volumes, the implementation of an automated invoice recognition system has improved our capacity and process controls. In addition, the financial team has been strengthened with clear emphasis on close collaboration with operations and focus on the people we support, support staff and financial sustainability.

Charity Management and Honorary Roles

Trustees

John Finney - Chair
Lisa Basford
Steve Bastiman-Davies
Dr Steven Carnaby
Mark Glinwood (May 2022)
Bella Ikpasaja (May 2022)
Sandra Meadows
David Swann - Treasurer
Rebecca Vickers (resigned February 2022)

Senior Leadership Team

Kate Allen - Chief Executive (resigned April 2022)
Estelle Christmas - Chief Operating Officer
(Interim Chief Executive April 2022)
Tapiwa Moyo - Director of Operations
Lynn Longland - Chief People Officer
Arcott Mahesh - Chief Finance Officer
Philippa Stannard - Head of Fundraising & Communications

Patrons

Dame Stephanie Shirley CH - Founder Patron
Lady Sonia Hornby
Professor Anthony Bailey
Virginia Bovell CBE
Nick Hornby
The Rt Rev. and the Rt Hon. Lord Chartres GCVO
Sue McGregor CBE
John Lubbock CBE
Jeremy Irons
Sophie Mirman
The Lord Puttnam of Queensgate CBE

Registered/Principal Office

2 Chalfont Court, Chalfont Close,
Lower Earley, Reading, RG5 5SY
0118 931 0143
www.kingwood.org.uk
info@kingwood.org.uk

Charity Number: 1041924
Company Number: 02980543

Auditors

Edwin Smith Chartered Accountants
32 Queens Road, Reading, RG1 4AU

Bankers

National Westminster Bank plc.
18 Market Place, Henley-on-Thames,
RG9 2AP

Structure, Governance and Management

Charitable status was granted to Autism at Kingwood on 3 November 1994, known then as The Kingwood Trust. The charity is a private company limited by guarantee. Its governing documents are its Memorandum and Articles of Association.

The Autism at Kingwood Board of Trustees sets the strategy and monitors the charity's key risks. Responsibility for implementing the strategy and day-to-day operational issues sits with the Chief Executive who, in turn, is supported by a team of suitability qualified and skilled individuals.

Good governance is achieved through sub-committees meeting regularly throughout the year and making recommendations to the full Board, which meets four times a year. These sub-committees include Risk & Care Practice, Finance & Development and Human Resources. Furthermore the Board Members maintain regular contact with the Chief Executive throughout the year.

The skills and expertise required within the Trustee Board are reviewed regularly to help the charity deliver its objectives. If gaps are identified or a vacancy occurs, new trustees with the appropriate skills and experience are identified.

On 31 March 2022, there were six Trustee Board members and one resignation, with Rebecca Vickers moving on in January.

All trustees are offered a full induction when they join and

trustee training is available to keep trustees up to date with the environment in which the charity operates. All trustees give of their time voluntarily without remuneration. Details of trustees' reimbursed expenses are disclosed in note 7. The pay of senior staff is reviewed annually and trustees benchmark pay levels against the market rates for comparable roles and the ability to retain key personnel.

Risk Management

The Board is ultimately responsible for setting the risk appetite and making sure we mitigate risks as far as possible.

It delegates to the appropriate subcommittee with relevant extracts from both the Risk Matrix and Business Plan presented for scrutiny and oversight with discussion focusing predominantly on those more significant risks. The full accumulated risk register is presented to the Trustees at Board meetings at least three times a year.

While the Board generally takes a prudent approach to risk management, it recognises that things do go wrong from time to time and accepts that we need to take some risks to be able to grow. The risk management framework is designed to give a clear view of our risks and make sure we're not exposed to them unnecessarily.

Effective risk management makes for informed decision-making and helps us deliver on our business objectives

The key risk to the charity throughout the year has been staff recruitment and retention. This was introduced to the risk matrix and monitored closely throughout the year.

The first half of the financial year also saw additional scrutiny from the Finance & Development Committee on the cash flow position until the position settled.

Investment Policy

To date it has been the policy of the Board to hold any available funds in the form of cash and cash equivalents.

Complaints Policy

The organisation has a comprehensive complaints policy that is communicated clearly and available according to the Accessible Information Standard. Furthermore, Autism at Kingwood regularly engages with families, people we support, staff and professionals to ensure stakeholders have the opportunity to provide feedback. These opportunities were largely conducted virtually during the last year.

Recruiting, Appointing and Training of Trustees

The Autism at Kingwood Board of Trustees saw some changes during the last year. When recruiting new Board members, the Chairman and Trustees undertake an open recruitment process based on a clear role specification.

Advertisements are shared on our website, social media and LinkedIn, in addition to recruitment sites such as

Charity Jobs. Trustees may also approach individuals who may be able to make a particular contribution and invite them to be considered. The charity applies its equal opportunities policy to the appointment of trustees. There exists a comprehensive induction programme and trustee manual.

Whilst there is good diversity in some categories at present, gender and age being examples, the Board recognised last year a lack of ethnic and disability diversity and set clear targets during the year.

Reserves Policy & Development Fund

The charity maintains adequate cash reserves in light of the main risks to the organisation. Our reserves policy aims to have free reserves of three months' operating costs and at 31/3/22 free reserves of £840k represents approximately one month's operating costs. The development fund established for improving living experience including through undertaking research and accessing activities in the community has a balance of £65k with expenditure during the year being limited to £13k due to covid related restrictions.

Going Concern Assessment

The Board of Trustees monitor the viability of the Charity through the Finance & Development Committee. With 99.5% of the charity's income coming from local authorities or the NHS, there is a good level of security in the continuation of service provision. Stable and predictable cash flow coupled with focus on aged debt management has helped maintain monthly cash balances consistently above £1.2m. It has assessed the charity's financial position, net assets and opportunities for growth and development, as well as its strategy and the potential impact of risks and uncertainties. Based on this the Board is confident that the charity has the resources to carry on operating for the foreseeable future. Although the budget for 2022-23 anticipates a deficit primarily due to higher agency staff costs and inflation, the downward trend in agency staff usage in the second quarter, the ongoing positive pricing discussions with local authorities and the NHS and the focus on cost control underpins the Board's decision to continue to adopt the going concern basis in preparing its accounts and financial statements. Furthermore, the charity's free reserves increased by £321k to £840k with cash balance and net assets standing at £1.2m and £2.3m respectively at 31/3/22.

Estelle Christmas
CEO Interim

Arcott Mahesh
Chief Finance Officer

Board of Trustees and Their Interests

John Finney is CEO and Founder of one of the fastest growing satellite companies in the UK, based in Reading. He has held executive roles in the telecommunications and satellite industry. John's youngest son is diagnosed with autism.

Lisa Basford runs Good Endeavours, a freelance business consultancy supporting businesses and charities to deliver social impact. Previously, she held senior Corporate Social Responsibility roles in global corporations and is a Fellow of the Institute of Corporate Responsibility & Sustainability. Lisa has a son and a daughter who has ASD.

Steve Bastiman-Davies helped found a global leadership and mentoring firm and has over 20 years' experience in guiding organisations, including the NHS, police and local government through change and improvement.

Dr Steven Carnaby Consultant Clinical Psychologist and Service Development Consultant with over 25 years' experience working with people with learning disabilities and/or autism spectrum conditions. In addition to independent consultancy, Dr Carnaby has an honorary post at the Tizard Centre.

Sandra Meadows (Acting Chairman from July 2019) Director of Saxonbury Limited specialising in top level recruitment and assessment of top team capabilities.

David Swann (Treasurer) Formerly treasurer of BAT plc. Past President of the Association of Corporate Treasurers and sits on the board of a regional housing association.

Rebecca Vickers (Resigned January 2021) Solicitor, formerly Group Company Secretary at First Choice Holidays PLC. Rebecca is a member of the Board of Governors at St Joseph's Specialist School and College in Cranleigh.

Statement of Trustees' Responsibilities

The Trustees, who are also directors of Autism at Kingwood 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 which give a true and fair view of the state of affairs of the Trust and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going

concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Public Benefit

The Trustees have referred to the guidance by the Charity Commission when establishing the strategic objectives and Business Plan. All our charitable activities are centred around meeting the needs of autistic people and this report has provided an overview of just some of the ways people have benefited from the services we have provided.

Statement as to Disclosure to our Auditors

In so far as the Trustees are aware at the time of approving our Trustees report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the company's auditor is unaware, and
- each Trustee has taken all the steps that they ought to have taken as a Director, in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Financial Statements

The financial statements comply with the Charities Act 2011, The Companies Act 2006, The memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Auditors

The auditors, Edwin Smith, are deemed reappointed under section 487(2) of the Companies Act 2006.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees.

John Finney
Chair

30 September, 2022

Independent Auditors Report

As at 31 March 2022

Opinion

We have audited the financial statements of Autism at Kingwood (the "Charity") for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies, or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditors Report (continued)

As at 31 March 2022

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- we have not obtained all the information and explanations necessary for the purposes of our audit;
- the directors were not entitled to take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement (set out on page 37), the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The Trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the regulations made under section 154 of the Act.

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and

Independent Auditors Report (continued)

As at 31 March 2022

implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance. We corroborated our enquiries through our review of the Trustees' meeting minutes.
- We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements and documenting the controls that the Charity has established to address risks identified, or that otherwise seek to prevent, deter or detect fraud. In our assessment we considered the risk of management override. Our audit procedures included testing manual journals, including segregation of duties.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

Use of our report

This report is made solely to the Charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Edwin Smith
Chartered Accountants
Statutory Auditor
32 Queens Road
Reading
RG1 4AU

16 November 2022

Edwin Smith is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities

As at 31 March 2022

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income:						
Donations	2	11,816	-	29,923	41,739	76,540
Investment Income	3	1,332	-	-	1,332	1,513
		13,148	-	29,923	43,071	78,053
Income from charitable activities	4	9,890,570	-	-	9,890,570	7,951,875
Other income	5	125,929	-	-	125,929	215,135
Total Income		10,029,647	-	29,923	10,059,570	8,245,063
Expenditure:	6					
Costs of raising funds						
Donations		5,622	-	-	5,622	8,709
Charitable activities						
Domiciliary, residential care and welfare costs		8,977,580	-	5,543	8,983,123	7,236,757
Support costs and charitable projects		787,805	13,393	36,599	837,797	760,177
Total expenditure		9,771,007	13,393	42,142	9,826,542	8,005,643
Net income/(expenditure) before transfers		258,640	(13,393)	(12,219)	233,028	239,420
Transfers between funds	16	18,885	-	(18,885)	-	-
Net income/(expenditure) for the year/ Net movement in funds		277,525	(13,393)	(31,104)	233,028	239,420
Fund balances at 1 April 2021		1,743,892	78,578	274,436	2,096,906	1,857,486
Fund balances at 31 March 2022		2,021,417	65,185	243,332	2,329,934	2,096,906

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Balance Sheet

As at 31 March 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	9	1,176,842	1,224,659
Current assets			
Debtors	10	1,298,143	669,129
Cash at bank and in hand		1,221,420	1,051,523
		2,519,563	1,720,652
Creditors: Amounts falling due within one year	11	(1,341,471)	(648,405)
Net current assets/(liabilities)		1,178,092	1,072,247
Creditors: Amounts falling due after one year	11	(25,000)	(200,000)
Total assets less current liabilities		2,329,934	2,096,906
Income funds of the Charity			
Restricted funds	14	243,332	274,436
Unrestricted funds:			
Designated funds	15	65,185	78,578
Other charitable funds		2,021,417	1,743,892
		2,329,934	2,096,906


The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022. An audit has been carried out under section 144 of the Charities Act 2011.

No member of the company has deposited a notice, pursuant to section 476 requiring an audit of these accounts under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

The accounts were approved by the Board on 30 September 2022.


Trustee D. Swann (Treasurer)

Company Registration No. 02980543

Statement of Cash Flows

As at 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities		356,304	246,873
Cash flows from investing activities:			
Interest from investments		1,332	1,513
Purchase of tangible fixed assets		(12,739)	(52,359)
Net cash provided by investing activities		344,897	198,027
Cash flows from financing activities:			
Repayments of borrowing		(175,000)	-
Cash inflows from new borrowing		-	250,000
Cash used in financing activities		(175,000)	250,000
Change in cash and cash equivalents in the year		169,897	446,027
Cash and equivalents at the beginning of the year		1,051,523	605,496
Cash and cash equivalents at the end of the year		1,221,420	1,051,523
Reconciliation of net income/(expenditure) to cash flow from operating activities			
Net income/expenditure for the year (as per the statement of financial activities)		233,028	239,420
Adjustments for:			
Depreciation charges		60,556	66,927
Interest and from investments		(1,332)	(1,513)
Loss/profit on the sale of fixed assets		-	-
(Increase)/decrease in debtors		(629,014)	166,590
Increase/(decrease) in creditors		693,066	(224,550)
Net cash provided from (used in) operating activities		356,304	246,873
Analysis of cash and equivalents			
Cash in hand	17	1,221,420	1,051,523
Total		1,221,420	1,051,523

Notes to the Financial Statements

As at 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with Accounting and reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) (effective January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Autism at Kingwood meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of the accounts on a going concern basis

There are no material uncertainties about the Charity's ability to continue as a going concern.

Fund Accounting

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

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the Trustees.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income from donations or grants is recognised when there is evidence that there is entitlement to the gift, receipt is probable, and its amount can be measured reliably. Gifts in kind are taken into account on a prudent assessment of their fair value. Government grants are recognised immediately in income except for CJRS grants which are recognised in income in the period to which they become receivable.

All other income (including income received under deeds of covenant) is recognised on a receivable basis. All income is related to the continuing activities of the Charity.

Deferred income comprises domiciliary, residential care and welfare income which relates to future accounting periods.

Expenditure

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Expenses are allocated to activities in the Statement of Financial Activities where the expenses relate directly to those activities. Support costs constitute the costs of supporting the other activities of the company and include the staff costs of the central administrative staff.

Governance costs are the costs incurred in maintaining the company as a separate legal entity. This includes the cost of servicing Trustee's meetings.

Notes to the Financial Statements (continued)

As at 31 March 2022

1. ACCOUNTING POLICIES (CONTINUED)

Tangible Fixed assets

Tangible fixed assets other than freehold land are stated at costs less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated	
Freehold buildings	50 years straight line
Freehold improvements	10 years straight line
Leasehold improvements	over period of the lease
Equipment and motor vehicles	3 years straight line
Holiday home	10 years straight line

Tangible fixed assets costing in excess of £300 are capitalised.

The carrying values of tangible fixed assets are reviewed for impairment periodically if events or changes in circumstances indicate the carrying values may not be recoverable.

Leasing and hire purchase commitments

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

Debtors

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

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments held on deposit accounts.

Creditors and provisions

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

Financial Instruments

The trust 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.

Pensions

Autism at Kingwood operates a defined contribution scheme under auto enrolment regulations for its employees. Contributions payable to the scheme are charged to the statement of financial activities in the period to which they relate. The assets of the scheme are held separately from the Charity in an independently administered fund.

Autism at Kingwood also operates a group personal pension scheme which is a defined contribution scheme. All contributions are charged to the Statement of Financial Activities as incurred.

Notes to the Financial Statements (continued)

As at 31 March 2022

1. ACCOUNTING POLICIES (CONTINUED)

Judgements and Key Sources of Estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed reasonable under the circumstances. There are no major areas of judgment or key estimates that have a significant risk of causing a material adjustment to items in the financial statements.

2. DONATIONS

	Unrestricted	Restricted	Total Funds 2022	Total Funds 2021
	£	£	£	£
Donations and gifts	11,816	29,923	41,739	76,540

3. INVESTMENT INCOME

	2022	2021
	£	£
Interest receivable	1,332	1,513

4. INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	£	£
Domiciliary, residential care and welfare	9,890,570	7,951,875

5. OTHER INCOME

	2022	2021
	£	£
Other income	125,929	215,135

Other income includes payments of £37,853 for Covid support in the year ended 31 March 2022 principally from councils of the people we support.

Notes to the Financial Statements (continued)

As at 31 March 2022

6. EXPENDITURE

	Staff costs £	Depreciation and Impairment £	Other costs £	Total 2022 £	Total 2021 £
Costs of raising funds					
Costs of generating donations and legacies	-	-	5,622	5,622	8,709
Charitable activities					
Domiciliary, residential care and welfare costs					
Activities undertaken directly	8,497,345	60,556	425,222	8,983,123	7,236,757
Support costs and charitable projects					
Costs of supporting the direct activities and projects	355,874	-	457,118	812,992	733,564
Governance costs	17,905	-	6,900	24,805	26,613
	8,871,124	60,556	889,240	9,820,920	7,996,934
	8,871,124	60,556	894,862	9,826,542	8,005,643

Governance costs includes payments to the auditors of £6,900 (2021: £6,720) for audit fees, and Enlil (2021: £755) for meeting expenses between Trustees, staff, parents and families of those supported.

Included within support costs and charitable projects is expenditure on designated fund projects of £13,393 (2021: £43,611), expenditure on restricted fund projects of £42,142 (2021: £16,184) and rental of premises, including associated premises costs, of £123,265 (2021: £119,336).

7. TRUSTEES AND RELATED PARTY TRANSACTIONS

During the year and last year no Trustees were reimbursed for travelling and other reimbursable expenses.

The Trustee Dr. S. Camaby was paid £150 (2021: £900) in respect of mentoring services for an employee of the charity which the other Trustees consider reasonable for the services provided and in the best interests of the charity.

There were no other payments made to trustees during the year or related party transactions.

Notes to the Financial Statements (continued)

As at 31 March 2022

8. EMPLOYEES

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Domiciliary, residential care and welfare	223	244
Administrative staff	27	23
	250	267

Employment Costs

	2022 £	2021 £
Wages and salaries	8,297,036	6,578,791
Social security costs	439,703	418,118
Other pension costs	103,930	99,010
	8,840,669	7,095,919

Wages and salaries includes agency welfare costs of £2,867,057 for (2021: £1,285,977) and agency/subcontractor support costs £111,101 (2021: £153,399).

The number of employees whose annual emoluments were £60,000 or more:

	2022 Number	2021 Number
£100,001 - £110,000	1	-
£90,001 - £100,000	-	1
£60,001 - £70,000	1	1

The Trustees were not paid and did not receive any benefits from employment with the charity in the year (2021: Enlil). One trustee received payment for services and together with reimbursed expenses paid to trustees are detailed in note 7.

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer and Head of HR. The total employee benefits of the key management personnel of the Trust were £287,202 (2021: £312,882).

Notes to the Financial Statements (continued)

As at 31 March 2022

9. TANGIBLE FIXED ASSETS

	Freehold property	Freehold improvements	Leasehold improvements	Equipment and motor vehicles	Holiday Home	Total
	£	£	£	£	£	£
Cost						
At 1 April 2021	1,789,185	52,753	85,769	332,653	37,808	2,298,168
Additions	-	319	2,100	10,320	-	12,739
Disposals	-	-	-	-	-	-
At 31 March 2022	1,789,185	53,072	87,869	342,973	37,808	2,310,907
Depreciation						
At 1 April 2021	663,116	42,289	68,766	299,338	-	1,073,509
On disposals	-	-	-	-	-	-
Charge for the year	24,000	1,860	7,748	23,325	3,623	60,556
Impairment	-	-	-	-	-	-
At 31 March 2022	687,116	44,149	76,514	322,663	3,623	1,134,065
Net book value						
At 31 March 2022	1,102,069	8,923	11,355	20,310	34,185	1,176,842
At 31 March 2021	1,126,069	10,464	17,003	33,315	37,808	1,224,659

In 2013 an impairment review was carried out on the Property 45, Cressingham Road valued at £1,300,000 and an impairment loss was incurred of £392,401 which is included in accumulated freehold property depreciation. No further change was considered necessary.

10. DEBTORS

	2022 £	2021 £
Trade debtors	1,175,930	386,343
Other debtors	11,625	2,782
Prepayments and accrued income	110,588	280,004
	<u>1,298,143</u>	<u>669,129</u>

Notes to the Financial Statements (continued)

As at 31 March 2022

11. CREDITORS

Amounts falling due within one year

	2022 £	2021 £
Bank loan	50,000	50,000
Trade creditors	393,002	26,831
Taxes and social security costs	119,667	106,781
Other creditors	39,338	62,027
Accruals	520,250	338,511
Deferred income	219,214	64,255
	<u>1,341,471</u>	<u>648,405</u>

Deferred income - The amount of deferred income brought forward at 1 April 2021 released to income earned from charitable activities amounts to £55,568 (2021: £190,733).

Amounts falling due after one year

	2022 £	2021 £
Bank loan	25,000	200,000

Bank loan due over five years (repayable by instalments) at 31 March 2022 is £nil (2021: 27,323). During the year £150,000 of the loan was repaid early.

12. PENSION COSTS

Defined Contribution

	2022 £	2021 £
Contributions payable for the year	103,930	99,010

13. SHARE CAPITAL

Autism at Kingwood, a registered charity, is a company limited by guarantee, not having any share capital. In the event of a winding up, each member may be required to contribute an amount not exceeding £1 towards the settlement of the company's liabilities.

Notes to the Financial Statements (continued)

As at 31 March 2022

14. RESTRICTED FUNDS

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2021	Income	Expenditure	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Kingwood College	232,787	-	(5,543)	-	227,244
Sensory rooms	500	-	-	(500)	-
Kennel Club for Dogs	9,254	9,300	(9,300)	(9,254)	-
Gardening Coordinator	28,000	14,000	(14,000)	(14,000)	14,000
Holiday Home	2,963	2,100	(9,932)	4,869	-
Cressingham Road Improvements	-	2,088	-	-	2,088
Other	932	2,435	(3,367)	-	-
	274,436	29,923	(42,142)	(18,885)	243,332

	Movement in funds				
	Balance at 1 April 2020	Income	Expenditure	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Kingwood College	238,267	-	(5,480)	-	232,787
Sensory rooms	-	500	-	-	500
Kennel Club for Dogs	9,036	9,300	(9,082)	-	9,254
Gardening Coordinator	14,000	14,000	-	-	28,000
Holiday home	1,648	39,337	(214)	(37,808)	2,963
Other	2,165	175	(1,408)	-	932
	265,116	63,312	(16,184)	(37,808)	274,436

Transfers are reallocation of costs expended related to restricted funds that were met from unrestricted funds.

Notes to the Financial Statements (continued)

As at 31 March 2022

14. RESTRICTED FUNDS (CONTINUED)

Kingwood College

Kingwood College is now providing life skills training and educational programs to a small group of people aged between 18-25.

Resources expended relates to depreciation of Kingwood College property. The balance will be reduced as property is depreciated.

Gardening Coordinator

Funding received to include grant from the Sobell Foundation as part of a three year grant to employ a gardening coordinator who will work with PWS at Henley Allotments.

Kennel Club for Dogs

Grant received in year as part of three year grant from The Kennel Club Charitable Trust to fund the project for animal assisted intervention for autistic adults.

15. DESIGNATED FUNDS

	Movement in funds				
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfer between funds	Balance at 31 March 2022
	£	£	£	£	£
Development fund	78,578	-	(13,393)	-	65,185
	78,578	-	(13,393)	-	65,185

	Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfer between funds	Balance at 31 March 2021
	£	£	£	£	£
Development fund	122,189	-	(43,611)	-	78,578
	122,189	-	(43,611)	-	78,578

Development fund

Funds set aside by the Trustees for projects including strengthening autism experience, identifying and undertaking research and accessing activities in the community.

Notes to the Financial Statements (continued)

As at 31 March 2022

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2022 are represented by:-

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	949,598	-	227,244	1,176,842
Current assets	2,438,920	65,185	16,088	2,519,563
Creditors: amounts falling due within one year	(1,341,471)	-	-	(1,341,471)
Creditors: amounts falling due after one year	(25,000)	-	-	(25,000)
	2,021,417	65,185	243,332	2,329,934

17. ANALYSIS OF CHANGES IN NET DEBT

	Balance at 1 April 2021 £	Cash-flows £	Balance at 31 March 2022 £
Cash	1,051,523	169,897	1,221,420
Loans falling due within one year	(50,000)	-	(50,000)
Loans falling due after more than one year	(200,000)	175,000	(25,000)
	(250,000)	175,000	(75,000)
Total	801,523	344,897	1,146,420

18. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2022 the company had a total of future minimum lease payments under non-cancellable operating leases for each of the following periods:

	Land and buildings	
	2022 £	2021 £
Expiry date:		
Not later than one year	106,450	85,957
Later than one year and not later than five years	63,650	85,589
	170,100	171,546

Autism at Kingwood

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Autism at Kingwood is a UK registered charity,
managed by a highly skilled Senior Leadership
Team and led by a Board of Trustees

Charity No.1041924
Autism at Kingwood is a company limited by
guarantee. Registered in England No. 2980543

