



WE ARE

25



AUTISM AT
KINGWOOD



*Embracing
Autism*

FOR 25 YEARS

Welcome to our Autism at Kingwood
25 year anniversary celebrations!

From our origins, as a home created
by Dame Stephanie Shirley for her
son in the village of Kingwood in
Oxfordshire, we now support over
140 autistic people in 105 different
accommodation settings.

Here, you will find out about our
history and how we have grown.
You can learn what people we
support, their families, our staff
and other organisations we work
with think about us!

We are also setting out our exciting
vision for the future – which will
certainly keep us busy for the next
25 years!



Autism at Kingwood

Autism at Kingwood is proud to deliver highly skilled support for autistic adults across the three counties of Berkshire, Buckinghamshire and Oxfordshire, delivering specialist services and finding solutions for complex and challenging situations.

As well as person-centred supported living, we provide outreach for individuals who need a little extra help to enable them to live more independently. Autism at Kingwood also provides an Autism Psychology and Practice Team who, in addition to providing both clinical and practice guidance for our employees, deliver the Oxfordshire Adult Autism Diagnosis Service and post-diagnostic support, providing advice, information and guidance.

In Berkshire we have a specialised team who provide support and life-skills training to enable young adults to transition from residential school/college to live in their first supported living home. The purpose-built accommodation, based on collaborative research with the Helen Hamlyn Centre at the Royal College of Art and the University of Bangor, is designed to create a positive effect on the health and well-being of young autistic adults.

Wherever possible, Autism at Kingwood encourages and supports people to take part in leisure and recreational activities in their community. We have a horticultural site which provides gardening

opportunities, a sensory garden, and even a barbecue and pizza oven! There are plenty of social events organised here throughout the year.

Autism at Kingwood is a caring employer to over 300 people and recognises the value of its staff. Encouraging personal development at all levels, we provide extensive and ongoing training to staff throughout their career. With a low staff turnover rate of 16%, half the national average, Autism at Kingwood works hard to maintain staff motivation and to demonstrate how valued staff are.

What sets Autism at Kingwood apart is our commitment, confidence and desire to support autistic people with highly challenging behaviours; we are increasingly approached to support individuals with these needs and will continue to provide this vital support wherever we can.

Kate Allen

Chief Executive



I joined Autism at Kingwood in 2009 as its Operations Manager for a few months, before being appointed to the position of Director of Services and then CEO in April 2015.

My career initially started in Information Technology. I found a natural aptitude for computing. Having enjoyed jobs that involved managing computer systems and taking responsibility for the millennium testing for over 10,000 computers and systems, my last role in IT was managing a department of specialists evaluating and testing the latest products on the market. Very exciting!

However, I had changed as a person over the years and so having explored my options, I left the corporate world to join the charity sector. I wanted to make a difference. I started as a Personal Support Co-ordinator working with people with learning disabilities and in 17 years I have never looked back!

My first day at Autism at Kingwood was particularly memorable! Due to attend induction training and eager to listen and learn, the Senior Manager was unable to lead the training. An hour later, after reviewing the presentation, I found myself delivering the training!

Although it saddens and frustrates me still that many vulnerable people in our society are prevented from

making choices about their lives, I now enjoy a role where I can influence and make a positive difference to the lives of others. Autism at Kingwood empowers and enables autistic people to have new experiences, develop new skills and enjoy their lives.

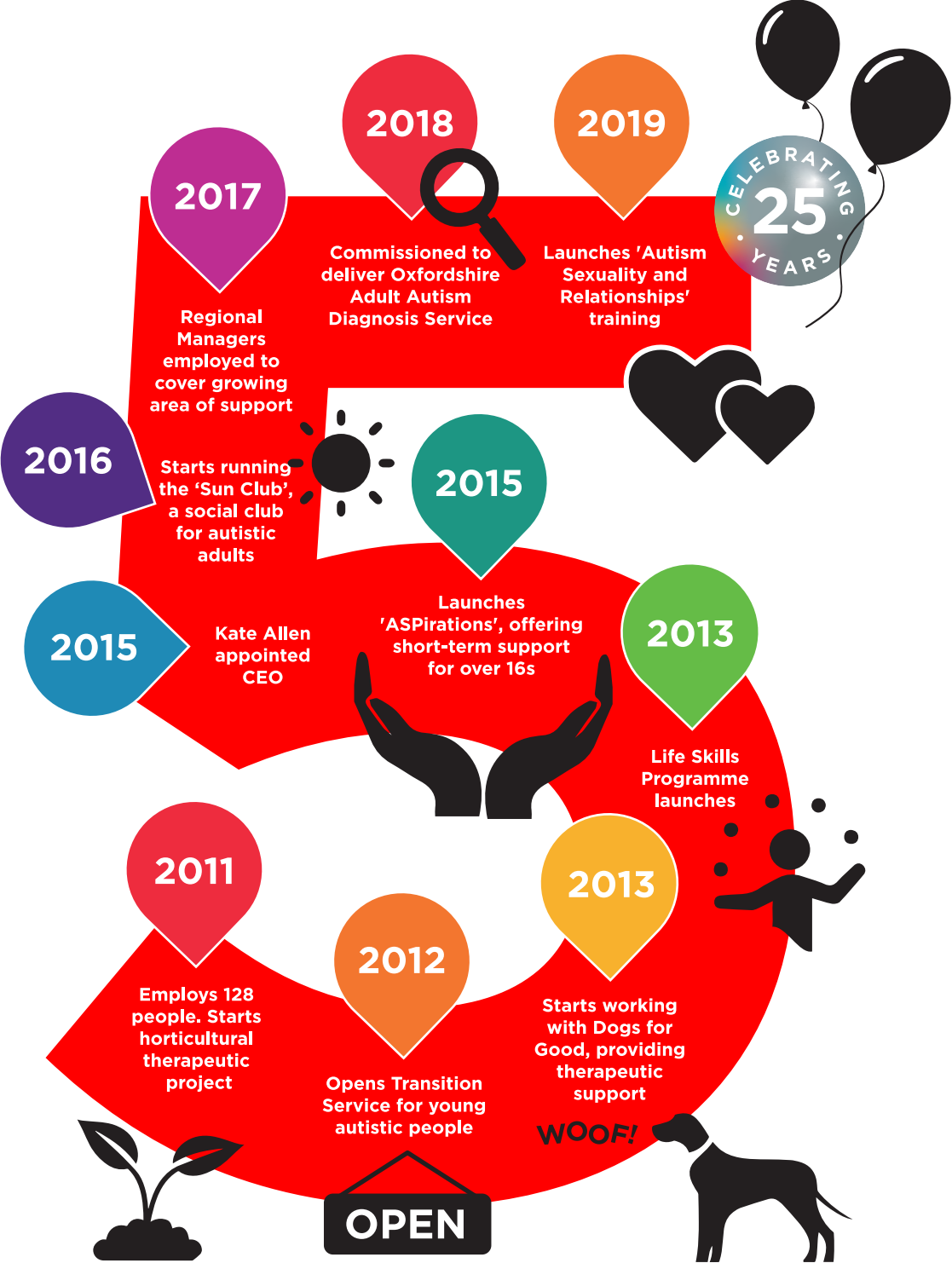
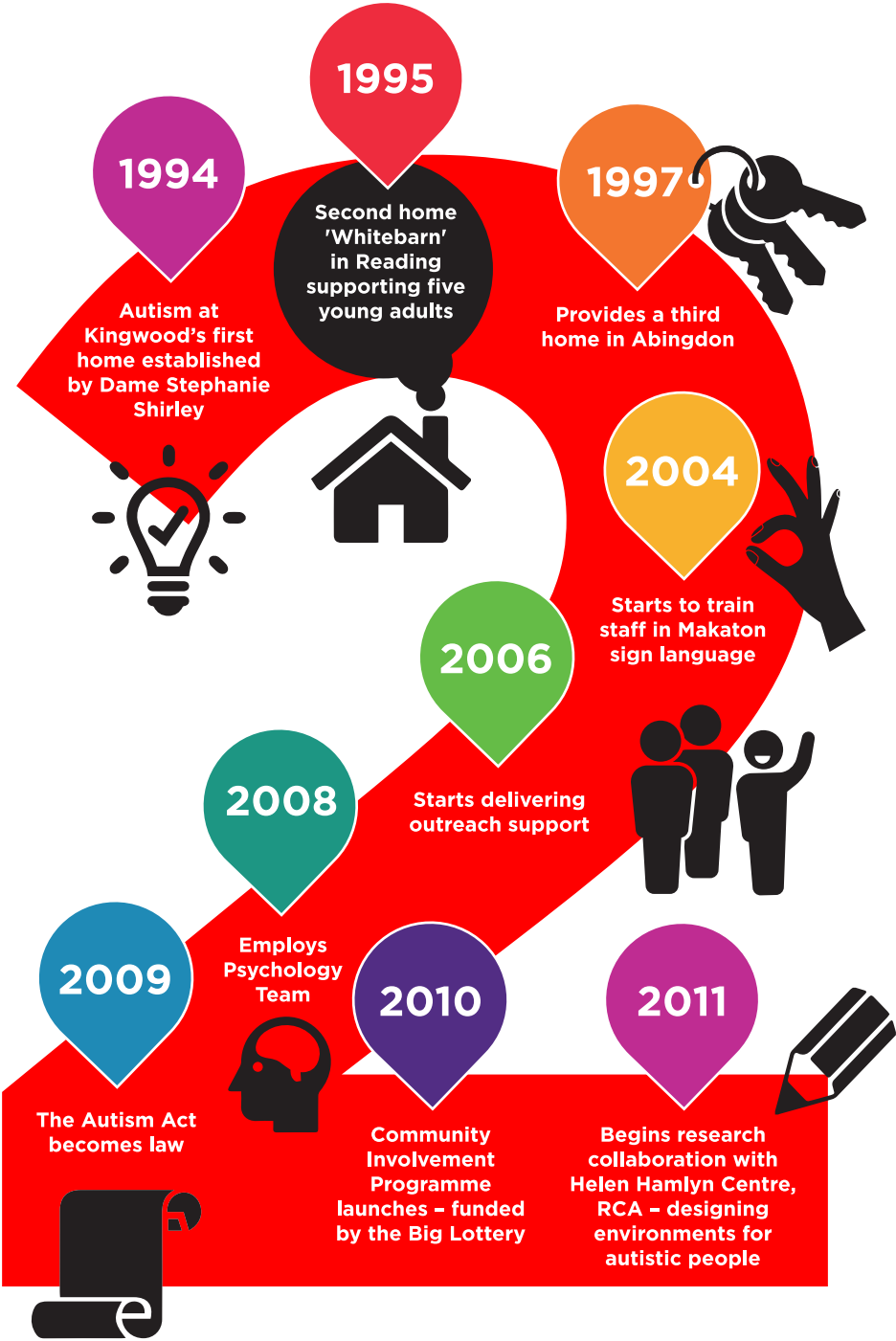
As well as my work with Autism at Kingwood, I have been a Trustee with the Association for Real Change, championing the importance of providing quality support for autistic people with a learning disability. I work hard on causes that are important to me. However, I have also learnt the importance of personal well-being and making time for family, friends and interests. When not working I enjoy riding my motorbike, growing vegetables and patchwork and quilting, alongside regular interests such as cheese and wine!

As a society, we can achieve so much together, through applying empathy, showing compassion and being kind to one another. I genuinely don't understand what drives some people to be unkind.

I want Autism at Kingwood and its employees to be known for being caring, kind and compassionate; for being nice human beings that collaboratively help to improve the lives of autistic people. That is why I get up in the morning and come to work.

Kate Allen
Chief Executive

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Dame Stephanie Shirley

Dame Stephanie Shirley, who founded Autism at Kingwood in 1994, tells her story.

I became successful as an IT entrepreneur in the '60s in the midst of family pressures and crisis. Our son Giles was a beautiful baby, who started off so contented that, at first, I thought he was doing rather well. But at eight months I took him to the doctor because I had concerns about his lack of progress. He was late in walking, late in talking and then at two-and-a-half he lost the little speech that he had and never spoke again. Giles was autistic.

As Giles grew older, his behaviour became increasingly distressing, banging his head repetitively and sometimes lashing out at us. He was overwhelmed and confused and needed literally constant attention and care.

Giles had no sense of danger, no spoken language or understanding of the world around him. I'm not sure he recognised us as more than useful people to have around. We learnt to understand his various noises, but had to listen hard to what little communication he had: often screams, aggressive outbursts and distressing behaviour.

Giles didn't sleep much so my husband Derek and I operated a sort of informal shift system so that one of us was always looking after him.

I managed to get Giles into a good primary school for non-communicating pupils but couldn't get him any secondary schooling. So he stayed at home with me and it got to the stage where I just couldn't function anymore and was no good to anybody. Hospitalised for a month, I took a year to get back into work, which meant that Giles had to go into the then Borocourt Hospital in Oxfordshire. 11 sad years passed and as can so often happen in institutions, he lost some of his basic human rights.

So we decided to remove him from his locked ward and look after him again ourselves. I was determined that Giles was entitled to a life in an ordinary home, in a typical community.

Which is how Giles became the first resident in the first home of my first charity, Autism at Kingwood, and I am proud that Autism at Kingwood celebrates its 25th anniversary this year.

Autism at Kingwood has developed and grown dynamically and has an excellent reputation for providing creative solutions to complex situations, and importantly, for persevering where other services have failed. This is down to a visionary leadership team and incredibly



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talented support staff. Autism at Kingwood's dedicated staff are wonderfully experienced and effective in providing quality lives to extremely vulnerable people.

When Giles was 35, he died suddenly and unexpectedly. I miss Giles terribly, but I have now learnt to live without him, without his need of me. Nothing loved is ever lost and he was loved so much. My grief is calmed by supporting autism charities – like Autism at Kingwood – with pioneering outcomes, which make a difference in the sea of need. I hope to have impacted on the general awareness of autism and in particular given autistic people a voice.

I am confident that Autism at Kingwood will continue to provide first-class and wide-ranging support for a great many autistic people; from those with challenging behaviours and needs, like my Giles, to those with high-functioning autism, who live with different social challenges.

Dame Stephanie Shirley
Patron and Founder

Martin Beek

I started supporting Giles Shirley in 1992 at the very first Autism at Kingwood home and was closely involved with Giles' transition from hospital.

One Saturday, Dame Stephanie, her husband Derek and a small group of us chatted about a name for this charity. I suggested Kingwood, as the house was in the village of Kingwood Common and it had a good ring to it. Our strap line was 'a fulfilled life' and this was indeed the ethos Dame Stephanie and Derek wanted to convey – to be entirely different from the hospital approach that had failed so many, including Giles.

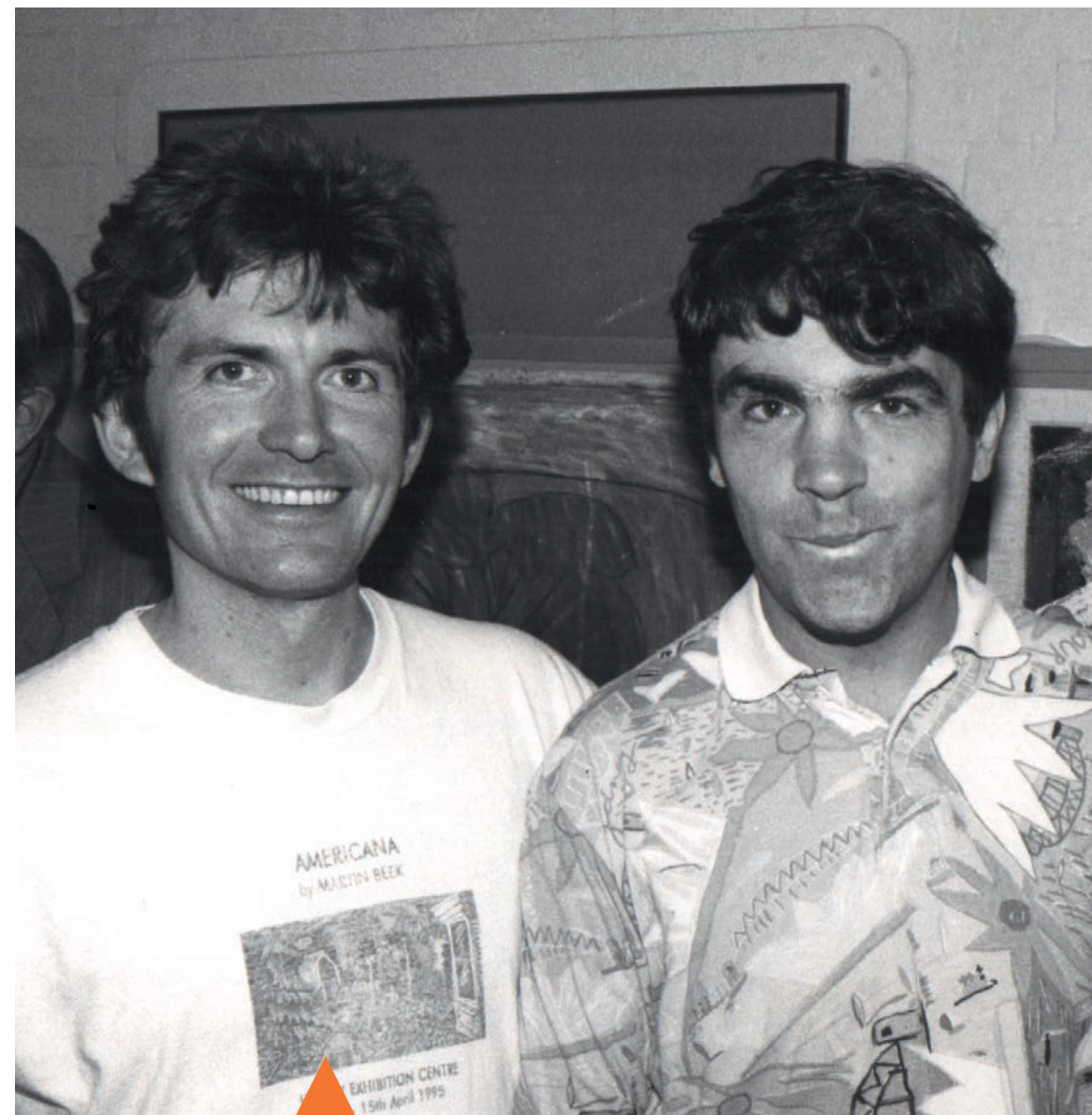
Giles was a likeable man spending much of his time completing jigsaw puzzles at his desk, drinking cups of tea, following his beloved cat Daisy or going for nearby pretty woodland walks.

In the early years, our skills and understanding were limited and there was a lot to learn, for this person-centred approach was pioneering work. It was Dame Stephanie's vision that things should be better, and with structure, training, and the wherewithal, a positive difference could be made.

Giles started to share his home with James, a young man recently out of hospital care, who was full of energy and bounced around the home – sometimes to Giles' annoyance! It took patience and planning to make this change work. We set up an art room, where Giles made abstract art and we found he really enjoyed this. We even organised an exhibition of his work at Wokingham Town Hall.

I continued to work with Giles and James until 1998, before changing to a flexible working model within Autism at Kingwood to enable me to pursue my career as an artist – and I still work for the charity!

The care and support of many autistic adults supported by Autism at Kingwood can be exceptionally demanding, but the charity embraces its staff and listens to our input, with the objective of enabling a positive change for those we support. Autism at Kingwood began with that spirit, and long may it continue.



“There was a lot to learn, for this person-centred approach was pioneering work.”

Martin Beek with Giles Shirley

25

years of experiences



"We are one large family doing little things in a great way."
Milca Mugu
Support worker



"I'm happier with Autism at Kingwood than before."
Lwazi

"A highlight for me was the privilege of attending Daniel's marriage to Emily. I supported Daniel for five years as an outreach client and saw him turn his life around during that time."
Hazel Hand
Support worker



Care Employer of the Year 2019

"We took James on holiday for a week, to a residential activity centre for people with disabilities. My special memory was seeing the smile on James' face when he was doing activities. I never thought he would smile and I really think he got a lot out of that week."
Steve Painting
Support worker



"Autism at Kingwood is clearly committed to giving the best possible support. They provide excellent training about getting everyone to understand how autistic people see the world."
Paula Augar
Support worker

"This Adult Social Care Award is deserved recognition for a dynamic and innovative organisation. Autism at Kingwood is a leader in providing quality support for people with autism and it's a pleasure to work alongside them."
Eddy McDowall
Chief Executive
Oxfordshire Association of Care Providers



"I can now live outside of hospital in a house in a nice place and have people there with me to keep me safe and help me get on with my life."
Kiki

John

John started at a special education needs school in 1992 at just two years old, whilst living with his family at home. In 2006, the school felt that it was not the appropriate setting so at 14, John moved to a residential school some distance from his family in Reading.

At 19, John had to leave school and a placement was found in Reading, but first John had to go to a temporary care home in Devon; his family were advised that they would not be able to see John for several months to 'allow him to settle'. The care home was, years later, prosecuted for 'organised and systematic abuse'.

John moved to the care home in Reading, which was run by the same organisation. With allegations of restrictive practice throughout this time, his behaviours became more uncooperative and challenging, despite frequent interventions and support from the local authority psychology team. John wasn't communicating verbally at this time and relied on sign language, but the home didn't use this, leaving John unable to communicate. In 2011 Autism at Kingwood staff met John, then 21, and sought an urgent and fast-track solution to move him to the charity's new transition service, designed for young adults.

Autism at Kingwood's transition service is a purpose-built, shared, supported living house, designed to create a positive effect on the health, well-being and behaviour of young autistic adults.

When John arrived at Kingwood's transition house, he was in a state of heightened anxiety. He did not leave his bedroom for his first three months and expressed his anxiety and frustration through destructive behaviours towards his physical environment.

Then, John started to go into other parts of the house, where he kept our staff on their toes! For example, John would take off all of his clothes, putting some in the toilet and some in the bath whilst simultaneously flushing the chain and running the bath taps, setting off the fire alarm and running around laughing, whilst staff tried to manage these situations!

Initially, John ignored the team's attempts to communicate with him using sign language, but over time, he started responding. By trying to motivate John, bringing activities to him, he began to participate – planting pot-plants, making gifts for his family, making salt dough (albeit pouring an entire bag of flour over his autism support worker's head!), and food preparation. John would even Hoover up!



“Although John’s behaviour can still be challenging, he is engaging and building relationships with his staff and his house-mates and genuinely seems happy.”

Staff were resolute in their support for, and interaction with, John whatever the consequences, and slowly John began to engage.

Then, during one of these sessions, John was on the floor slicing up mushrooms and when he finished, without prompting, he got up, took the mushrooms to the kitchen, washed them in the sink and sat down with another person we support to begin cooking.

Although John's behaviour can still be challenging, he is engaging and building relationships with his staff and his house-mates and genuinely seems happy. John is now preparing to move into a smaller, more independent service.

“It can be a complex area to work in and I love it.”



Autism Specialist in the Psychology and Practice Team

Trixie Harrison

I have a wide-ranging role, working with a lovely variety of people at Autism at Kingwood – from people with a diagnosis of Asperger Syndrome and possibly mental health issues, who live on their own and access our supported living or outreach services, to those with more classical autism and who might not use words, or have different behavioural needs and live in our residential services.

I often work on a one-to-one basis with people we support, giving additional support to focus on building confidence, coping strategies, social skills and emotional resilience. We find activities or groups to practice social skills and make new friends.

The team I work with support staff to develop their understanding of autism and Positive Behaviour Support (PBS) and we are there for them when things change and more support is required. We regularly attend support team meetings to talk about any issues staff raise regarding autism and support and create workshops to support teams around various skills such as Active Support, communication support, PBS and Asperger specific training.

I lead on the charity's PROACT Scipr training, which trains staff in proactive skills for working within their services, which aims to raise awareness of PBS methods. We have developed training for specific staff teams, and we have received great feedback from the teams we have trained so far.



I'm also project lead for our *Dogs For Good* project, an animal assisted intervention, where we use dogs to support people to gain confidence and independence.

I am very passionate about autism and working with those who have a diagnosis of autism and those who support them. It can be a complex area to work in and I love it.

Using the techniques of Animal Assisted Intervention (AAI), Dogs for Good has helped some of the people Autism at Kingwood supports to meet a range of personal goals.

Nick

I am 52 years old and was diagnosed with Asperger Syndrome and Sensory Integration Dysfunction (SID) in 2011. I have very high levels of anxiety. I have lived alone and independently, since the age of 18.

I've always struggled in life, particularly with maintaining good relationships with people, so I've lived much of my life as a bit of a recluse. In my youth, people would call me a 'free spirit' but I just wanted to be left alone. So I drifted, from place to place and job to job (even different countries).

Over the years my isolation caused me to become depressed, defeatist and generally too scared to hope. I found myself at a point in my life where I couldn't leave my home, even if I wanted to. Making a telephone call to my GP, or the opticians etc was too much. Adult Social Care became aware of me and said I needed support and that Autism at Kingwood could provide it.

The truth is that I wasn't keen. As if I didn't have enough to deal with, was my initial thought. I didn't know the 'rules' of what I was supposed to expect or what was expected of me. It was just something else to be anxious about.

Autism at Kingwood has been supporting me for over a year now.

"I have been taken gently by the hand... and been carefully guided from the darkness of my past, towards the light of my future."

Nothing is too much trouble, or too much to ask. I'm helped with getting to all of my appointments, going shopping, etc. My autism support worker will happily make telephone calls on my behalf, going with me to pick up my new glasses and has even helped me with moving to a more suitable home. That's the practical stuff.

Equally as important, perhaps more so, has been the encouragement and positive support I receive. Being able to talk with someone who is understanding of my diagnosis has been invaluable. Having someone there who can make me feel that I have value and is able to make me laugh is immeasurable.



I still have my problems, but I am much more positive than a year ago as I have someone to turn to that I know I can trust. I occasionally go out on my own now. My confidence is growing and I can see the chance of a positive future. Knowing that I can rely on Autism at Kingwood staff to be there to help me, whenever I need it, I feel enabled and better equipped to cope.

I have been taken gently by the hand, with an arm around my shoulders and been carefully guided from the darkness of my past, towards the light of my future and life is brighter now. I can't thank them enough.

25

years of experiences



"I showed Kay the scan and explained that the baby was in my tummy. Kay had the biggest smile on her face, head swaying and singing and it brought a tear to my eye, because I'd never seen her so happy... every time I worked with Kay she'd sign for 'baby'... I am on maternity leave now, but can't wait to come back!"

Lisa Cantor

"I worked here on an interim placement and couldn't have been happier. My colleagues were friendly, welcoming and extremely hard-working, and being able to make a real difference to the people we support is incredibly rewarding."

Gavin Miles



"Eddie has type 1 diabetes and he doesn't like his feet to be touched. A couple of weeks ago I took Eddie to see the podiatrist for the second time and we were amazed with Eddie and his tolerance. He sat on the bed and let her do everything that was needed while he read some books. This is a huge achievement for Eddie and his feet are a lot better now than they've been in months."

Jess McClory
Support Team Coordinator



"I have worked for Autism at Kingwood for six years, and having worked in this sector for over 12 years, I can honestly say it's one of the best organisations out there. It's very person-centred and supports people with a range of needs successfully and with great results."

Sarah Shield
Area Manager

"The activities and competitions that Autism at Kingwood run are very stimulating and rewarding for my daughter. Over the years, she has been motivated to submit poems, paintings, collages and photos and not infrequently won awards that have been presented at the charity AGM. These give her a real fillip!"

Jim Parent

Ellie

Ellie is 21 and lives with her parents and her adorable dogs, Oscar and Moon!

Ellie wasn't diagnosed with autism until she was 16, after struggling at a number of schools. She says: "Mum always knew I was a bit different and I felt different as I would really get upset about things. Schools were so difficult and I felt I couldn't cope. I went to four schools, including a behavioural school where I was sometimes physically restrained. My parents took me out of that school and to an accessible school, where I was supported better. I had been told by teachers throughout my schooling that I'd never get GCSEs but I am proud to say that I did – even though it takes me a long time to process information."

Ellie was referred to CAMHS (Child and Adolescent Mental Health Service), but found the experience really negative. She was able to access funding to get a referral at the Maudsley Hospital (Adult Autism Clinic) and there received a diagnosis for Asperger Syndrome and autism, ADHD, Bi-Polar disorder, ODD (Oppositional Defiant Disorder) and major anxiety.

Her mum has been her main carer, but after leaving school and attending a mental health service near where she lives, Ellie found out she could get funding for outreach support and was recommended to contact Autism at

"I have autism. Autism cannot define me. I define it."



Kingwood, as specialists in the field.

"I met a manager, who sorted out care from the local Autism at Kingwood outreach team. I have three carers who visit me at home every week day except Wednesday, when I like to spend the day with my mum. When my carers come, we do activities I like, such as football, bowling, and going into town."

"I've been supported by Autism at Kingwood since last October. Before I wasn't really doing anything and now

I'm not just stuck at home all week. I am socialising and it's given me more confidence."

And what about the future for Ellie?
"I feel like I can achieve in life now. I once did some volunteering with the elderly and would love to do that again. I have a boyfriend and I want to see how my future goes with him."

Arthur

Before moving into his own flat in August 2014, Arthur lived with his family at home. He struggled greatly with anxiety, which was particularly triggered by noise, lights and changes to routine.

In early 2014, Arthur's parents approached Autism at Kingwood; they felt Arthur might be happier in his own home where he would have a greater degree of autonomy and independence. Autism at Kingwood support workers began to support Arthur from his parent's home. Arthur had to face all the difficulties and challenges associated with change and getting used to another set of people, but he made steady progress.

In August 2014, a suitable place where Arthur could live alone was found. When Arthur first moved into his flat, his parents were a bit apprehensive, uncertain whether he could cope with being on his own. Arthur however, didn't look back!

Arthur thrives with the additional level of control with which living alone provides him. And, supported on a one-to-one basis by Autism at Kingwood, Arthur is now able to enjoy an enormous range of activities including sailing, walking in the countryside, bowling, the cinema, horse riding, flying lessons and driving to different places with staff.

Arthur is in regular contact with his family, often visiting them on a Sunday and they are really pleased with his progress and achievements.

Tracie, Arthur's mum, says: "It's been four years since Autism at Kingwood began supporting Arthur and it has been a good while since he has had one of his really bad anxiety attacks. I think this is because he is feeling secure, and he gets included in making decisions about what he wants to do, like get his hair cut, or go on a day outing.

"I am really impressed with how much effort Arthur's keyworker puts into thinking about days out for Arthur. Arthur never used to talk about days out, but since he has been supported by Steve, he has been voluntarily talking about what he has been up to. He has told me 'I went to Coventry. I took the train' or 'I went to Oxford'.

"I am so proud that Arthur has been employed by Autism at Kingwood to interview support staff candidates. It means so much to me that they feel Arthur can contribute to the interview process – and do it well.



"I think if you don't have a child with special needs, you can't understand how amazing it is to hear something like this. This is a fantastic and inspired initiative, because not only does it give employment to people it supports like Arthur, but it's also a great way to find out how support staff will respond to autistic people, on the spot. I think it really shows that Autism at Kingwood are thinking outside the box."

"I am so proud that Arthur has been employed by Autism at Kingwood to interview support staff candidates."

The Kingwood Approach Framework

Kindness is key

we recruit staff for their caring values

Inclusive

and involve individuals at every level

Non-judgemental

and stick with people through their challenges

Goal oriented

it's all about what people can do and achieve

Welcoming

Open

in our communications with all our stakeholders

Outcome focussed

in our approach

Dedicated

to offering the best care and support through our committed staff team



Looking Forward

As Autism at Kingwood moves through its 25th year of existence, it is clear that the charity has changed and grown considerably over its lifetime. Yet it has remained true to its original purpose; supporting autistic adults to live a fulfilled life.

Reflecting on all that we have achieved, only makes us more determined; more ambitious. There is much more that we want to provide for autistic people as we work through our three-year strategy 'Supporting the Future: 2019-2022'. We want to:

Raise awareness about autism

To those who do not understand it and through our second-to-none specialist staff training programme.

Provide greater provision of community services

As the health and social care system frequently continues to fail autistic people, Autism at Kingwood has established itself as a support and service provider who can make a real difference. We support autistic people who seemingly cannot be supported elsewhere in the community. We repeatedly prevent people from being admitted to a hospital environment which is notorious for being an environment that escalates anxiety and distress for autistic people.

Our experience tells us that autistic people do battle with a range of emotional, sensory and sometimes mental health difficulties that can become unmanageable in their existing setting. We want to explore how Autism at Kingwood might develop an alternative service provision that can respond to the needs of autistic people whose only option is hospital admission, such as a small autistic friendly step-up or step-

down service offering a break with support provided.

As government cuts impact on the activities and opportunities available to autistic people, we want to expand our programme of events, workshops and placements to enable people to have greater prospects of accessing meaningful activities that meet their needs and preferences.

Contribute to research

The Oxfordshire Adult Autism Diagnostic Service is unique as it offers people considering diagnosis a choice about how that is undertaken: through a face-to-face assessment or using the digital platform. We are keen to conduct empirical research to explore the comparative benefits of each approach and what it can offer autistic people. The benefits of a digital platform are many; greater accessibility of trained and experienced assessors; removal of any geographical restraints; familiarity of the assessment environment and a reduction in waiting times.

Be a good employer

We have a turnover rate of less than half the sector average. That is quite an achievement, particularly given the crisis facing adult social care. We have achieved this through being considerate, caring and honest not only to people we support, but to our employees. We work hard to be a decent employer and we listen to feedback from our workforce.

Every employee who leaves Autism at Kingwood does so with a greater knowledge of autism and that can only be a good thing for autistic people. We often welcome people back.

Collaboration: harnessing the power of people

We do not need, nor intend, to achieve our objectives on our own. The UK has a wealth of social care professionals and stakeholders who should be working more closely together on a common goal and it is an ambition of ours to bring people together. Most importantly, we will be exploring new ways of listening to what autistic people and their families are telling us.

Amid a complicated and confusing political backdrop as we end this decade, the only certainty we have is that it isn't going to get any easier. But we will not be deterred; we will continue to help autistic people we support overcome the many obstacles they face every day.

25 years ago a charity was born that would go on to significantly change the lives of many autistic people. Right from the beginning, Autism at Kingwood was brave, ambitious and pioneering. We embrace the next decade and we will work tirelessly to achieve our objectives.

Twenty years as Chairman of Autism at Kingwood

As I retire from the role of Chairman I reflect that there have been moments with Autism at Kingwood that will remain forever etched in my memory.



Doing the conga round Dorchester Abbey with about twenty of the people we support, an outpouring of energy and fun, the grand finale of a concert organised for us by John Lubbock, the distinguished conductor who is one of our Patrons. Autism at Kingwood is all about helping the people we support to enjoy life.

Another unforgettable moment was when I visited a young woman we support who had not spoken for many years; when she opened her front door and said "Hello Sonia". It was another huge achievement by Autism at Kingwood staff who had won her confidence and trust, and in doing so had found her voice.

I first met Dame Stephanie Shirley the Founder of Autism at Kingwood, when I was working for BBC Radio Four and interviewed her about her successful career in Information Technology. Soon after that she read an article about my stepson, Nick Hornby, the author and his autistic son. In no time Steve (Dame Stephanie) came to ask me to be Chairman of Autism at Kingwood. At that time we were supporting only nine autistic people. Today it's over 140 with one-to-one support and in addition we assist

more than 200 people with Asperger Syndrome.

Over my 20 years with Autism at Kingwood we have grown steadily in spite of the ever present decline in social care funding increasing the need to raise money. The Trustee Board works diligently with the Senior Leadership Team to make the big decisions. It has been an important part of my job to find and appoint Trustees. They have all been senior people in their professions who give their time voluntarily and their advice is hugely appreciated by the team.

Autism at Kingwood has grown not only in the numbers of people we

support but in reputation. We have defined 'The Kingwood Approach', the way we help people with autism to lead happy and fulfilled lives and we are acknowledged as leaders in the field. We are able to recruit excellent staff because of our reputation and the unique culture we have developed.

We can, and we do, make such a difference to lives, therefore we must continue to grow; there are so many more autistic people who could benefit from the support of Autism at Kingwood.

Lady Hornby
Chairman

As Autism at Kingwood's Vice Chairman I am delighted to be taking on the role of Acting Chairman, as Lady Hornby retires having given Autism at Kingwood 20 years of invaluable leadership and support. The next Chairman will lead the charity into a future, which I am sure will be as exciting and ground-breaking as our 25 year history.

Sandra Meadows
Vice Chairman





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Trustees

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