Autism at Kingwood
Annual Review and Financial Report 2024-2025

AUTISM AT KINGWOOD

CELEBRATING 30 YEARS

Contents

About Autism at Kingwood

We are proud to be celebrating 30 years of delivering person-centred support to autistic adults.

In 1994 Dame Stephanie Shirley CH founded the Charity to support her autistic son Giles, removing him from a psychiatric hospital where he had lived for 11 years, and into a supported living home. Giles was supported by caring support workers who, for the first time in his life, enabled him to make his own choices about his life.

This person-centred ethos was the blueprint for Autism at Kingwood's supported living model. Thirty years later, in 2023-24, the Charity supported 111 autistic people to live successfully in their homes and in their community.

The range of support ranges from 24-hour care to a few hours of outreach for people who need a little extra support to help them live independently.

We strive to provide added value to the lives of those we support. Our horticultural/DIY project, holiday home and social activities support people to be engaged in their community and reach their potential.

Additionally, Autism at Kingwood employs psychologists who provide support for staff in their work and directly for the people we support. The Charity also delivers autism diagnosis and post-diagnosis support via the Oxfordshire Adult Autism Diagnosis Support Service on behalf of Oxford Health.

During the year, Autism at Kingwood supported 111 people from Berkshire, Oxfordshire and Buckinghamshire. Of these, 71 were in supported by teams providing comprehensive supported living, and 40 were supported by our outreach team.

"I have had the utmost pleasure of being part of a transition for a young man from secure services to the community provision in Didcot.

Throughout the whole process of this complex case, I have worked with, alongside and as part of, the staff team and managers. This has been the best transition I have experienced in my 50 years in Learning Disabilities.

At no point were the staff ever unable to accommodate requests from our service. Keeping risk management at the forefront of everything, alongside their incredibly kind and caring attitude towards the individual, was always driving towards the best outcome for the person concerned – all of this whilst delivering the same standards to their current service users.

Effective, efficient, kind, compassionate and dedicated to their work in providing what has been the best and hopefully most successful transition I have been involved with. The personal touches, the welcome this young man received and the ongoing display of sheer hard work, determination and the end goal for success and happiness for individuals is second to none.

Thank you to all those involved and who made this a life event to be proud of. You are all a wonderful group of people."

Kate Brown
Forensic Community Learning Disability Nurse

From David Swann, Chair of the Board of Trustees

This has been an important year for Autism at Kingwood, a year in which we celebrated our 30th anniversary.

It has been the first full year of operating within the new strategy for the Charity, which was approved by the Board in 2024. Under Sarah's leadership, the strategy has brought a renewed focus for the organisation, channelling Kingwood's energy and resources into the three goals of improving outcomes for those we support, growing the Charity in a controlled and sustainable way, while ensuring the financial viability and stability of the organisation.

A great example of this in action has been the formulation of the new service designed to take young adults leaving residential education and supporting them to live fulfilling and independent lives. The Board has approved a significant investment in the Charity's main residential property, preparing it for the needs of young adults with some grants being awarded by charitable trusts, to whom we are most grateful.

The Board is always looking for ways to engage with and hear the views of those we support, their parents and families. We are now using the quarterly 'family forums' to primarily hear the concerns, thoughts and feedback directly from parents and families. We also use the forum to explain the responsibilities of the Board, how it operates and the issues we deal with. This is not a substitute for the existing ways by which families can voice specific concerns regarding their loved ones, but my expectation is it will better inform the Board when charting the course for Kingwood over the coming years. I hope more parents and families will take up this opportunity to make their voices heard.

Finally, anyone attending our annual celebrations each June will be struck not just by the joyous energy of those we support but also the quiet, patient professionalism of the Kingwood team of support workers. These are skilled roles and, in a social care sector crying out for reform and better funding, should be recognised as such.

On behalf of the Board, I should like to thank the entire Autism at Kingwood team for their dedication, determination and energy throughout the year.

David Swann
Chair

> **The Board has approved a significant investment in the Charity's main residential property, preparing it for the needs of young adults with some grants being awarded by charitable trusts, to whom we are most grateful.**

Autism at Kingwood Annual Review and Financial Report 2024-25

From Sarah Butcher MBE, Chief Executive

As I reflect on my second year at Autism at Kingwood, I feel an even deeper sense of purpose and commitment to the journey we are on together. This past year has been one of consolidation, learning, and laying important foundations for our future.

The people we support remain at the heart of everything we do. Their individuality, strength, and determination continue to inspire me every day. Through their lives we are constantly reminded why our work matters so much. Our staff teams have once again shown incredible dedication, empathy, and adaptability in the face of ongoing sector challenges, and I am immensely proud of the team we are building together. Our families, too, continue to walk this journey with us – sharing their insight, passion, and unwavering support.

Over the past year, we've taken meaningful steps toward realising the ambitions set out in our three-year strategy. Central to this has been the development of the Kingwood Autism Approach. We are now beginning to embed the approach across the organisation, and the feedback we have had is very encouraging. It is already helping to drive a more structured, consistent, impactful approach and enabling our teams to deliver excellent person-centred support for autistic people with complex needs.

In parallel, we have made good progress in strengthening our operational and financial foundations. The implementation of digital social care records has been very successful, and we are now moving forward with other key digital projects. This will significantly enhance how we collect and use data to improve support, while streamlining how our staff record and share key information. We've also taken the necessary steps to underpin future growth, particularly in relation to decommissioning unsustainable services and plans to develop a new service model for young autistic people leaving school or college.

While we remain ambitious for the future, we are also taking a pragmatic approach to growth. The pressures on social care remain intense, and the sector continues to face serious workforce and funding challenges. However, we are confident in the strength and resilience of Autism at Kingwood. Through strong leadership and continued investment in people, technology, and innovation, we are positioning ourselves to grow sustainably and responsibly, always guided by the needs of those we support.

This journey is one of transformation, not just of systems and structures, but of expectations, opportunities, and understanding. And it is being made possible by the remarkable community that surrounds us. It remains an enormous privilege to be part of Autism at Kingwood. To our staff, families, supporters, and, above all, the autistic people we support: thank you for your trust, passion, and partnership.

Sarah
Chief Executive

Dame Stephanie Shirley CH

The Autism at Kingwood family were deeply saddened by the death of our Founder, Dame Stephanie Shirley CH, on 11 August 2025, aged 91, following a short illness.

Dame Stephanie, or Steve as she liked to be known, established Autism at Kingwood in 1994, initially to support her autistic son Giles, who had spent 11 years in a psychiatric hospital.

Steve and her husband Derek bought a house in the village of Kingwood Common in Oxfordshire, where Giles could live and – for the first time in his life – be supported to make his own decisions about his life.

Steve said that it took years to 'de-institutionalise' Giles, but gradually he flourished, enjoying walks, painting and his pet cat. After a time, Steve and Derek felt that the home could support another young man, James, who Autism at Kingwood still supports today.

This was Autism at Kingwood's model for supported living, and the person-centred ethos remains at the heart of what we do over 30 years later; supporting autistic people to live successfully in their own homes, to participate in recreational and developmental activities, and to access their community.

Over time, the trustees of Autism at Kingwood recognised that the Charity's strength lay in providing care rather than owning houses, and the Charity continued to develop services in existing properties – typically owned by housing providers, local authorities, or families, and the original house was sold. However, Steve had also purchased another home in Reading, which is about to become a flagship service that will support young autistic adults with learning disabilities and complex needs as they leave their school and enter our adult social care.

Autism at Kingwood is the first of three autism charities that Steve established. In 1999, she set up Prior's Court, a residential school for autistic children and young adults, which, she said, would have been the school her son Giles would have gone to had such a school existed. Her third autism charity Autistica was founded in 2004 to fund research into autism.

Steve had a remarkable life. She arrived in Britain as an unaccompanied five-year-old child refugee on the Kindertransport in 1939, fleeing the Nazis with her sister. Steve excelled in mathematics, but the subject was not offered to girls and her school, so she gained permission to study maths at the neighbouring boys' school.

In the 1950s, she began a career path in computing, initially at the Post Office Research Station, whilst studying in the evenings for a mathematics degree. But in the early 1960s, now married, she was becoming frustrated with the low expectations and inequality that women faced in the workplace.

So, in 1963 and with just £6, Steve started her own software company, Freelance Programmers, recruiting other women and pioneering 'working from home'. The company became Xansa (now Steria) and became hugely successful. They worked on and delivered major projects, including Concorde's black box, airline reservation systems and Ernie, the computer system that generated winning premium bond numbers.

> **"Steve's enduring legacy is defined by her unwavering drive, passion, and commitment – qualities that will continue to inspire and guide our work with autistic people."**
>
> **Sarah Butcher MBE**
> CEO at Autism at Kingwood

Steve was made a Dame in the Millennium Honours List for services to the computing industry.

When the company was floated, Steve gained significant wealth. She gave most of it (£70m) away through the establishment of The Shirley Foundation, a charitable trust that enabled her set up her two further autism charities, as well as supporting many other ventures and charities in the field of technology, women and technology and autism.

In 2017, Steve was appointed Member of the Order of the Companions of Honour (CH), a membership limited to only 65 individuals globally, for her services to the IT industry and philanthropy.

Not one to miss out on a party, Steve loved to celebrate our milestones with us! In 2024 on our 30th anniversary, Steve spoke of being 'enormously proud of Kingwood' and excited about our plans to forge a stronger bond with her 'second' Charity Prior's Court, as well as other autism schools.

The driving force for Steve's incredible work was rooted in her arrival to the UK as a refugee. She wrote: "A simple resolution took root deep in my heart: I had to make sure that mine was a life worth saving".

Sarah Butcher MBE, CEO at Autism at Kingwood said: "Steve's enduring legacy is defined by her unwavering drive, passion, and commitment – qualities that will continue to inspire and guide our work with autistic people".

Autism at Kingwood Annual Review and Financial Report 2024-25

30 years of Autism at Kingwood

- **1994** The charity is set up by Dame Stephanie Shirley called Kingwood Trust
- **1994** The Trust's first supported living home supports Dame Stephanie's son Giles
- **1995** Second home 'Whitebarn' in Reading supporting five young adults
- **1997** Third supported living home opens near Abingdon
- **2000** A strategy for growth is produced
- **2004** Begins to train staff in Makaton sign language
- **2006** Starts delivering outreach support
- **2008** Employs Psychology Team
- **2009** The Autism Act becomes law
- **2010** Community Involvement Programme launches – funded by the Big Lottery
- **2011** Embarks on research collaboration with Helen Hamlyn Centre, RCA – designing environments for autistic people
- **2011** Employs 128 people. Starts horticultural therapeutic project
- **2012** Opens Transition Service for young autistic adults
- **2013** Starts working with Dogs for Good, providing therapeutic support
- **2013** Life Skills Programme launches
- **2015** Kate Allen appointed CEO
- **2015** Launches 'ASPirations', offering short-term support for over 16s
- **2016** Starts running the 'Sun Club', a social club for autistic adults
- **2017** Changes name to Autism at Kingwood
- **2018** Commissioned to deliver Oxfordshire Adult Autism Diagnosis Service
- **2019** Launches 'Autism Sexuality and Relationships' training
- **2020** Covid-19. During the pandemic opens three supported living homes
- **2020** Opens new holiday home
- **2021** Leads #BetterPay4 SocialCare campaign
- **2023** Sarah Butcher appointed CEO
- **2024** A new strategy is launched

OPEN

WOOF!

#Better Pay 4 Social Care

CELEBRATING 25 YEARS

AUTISM AT KINGWOOD

CELEBRATING 30 YEARS

30 years of Autism at Kingwood

I'm enormously proud of Kingwood. It's so personal to me. On behalf of all the families, I thank the trustees and staff for the quality and consistency of the lifestyles you facilitate. I wish you continued success on what you make happen over the next 30 years!"

Dame Stephanie Shirley CH

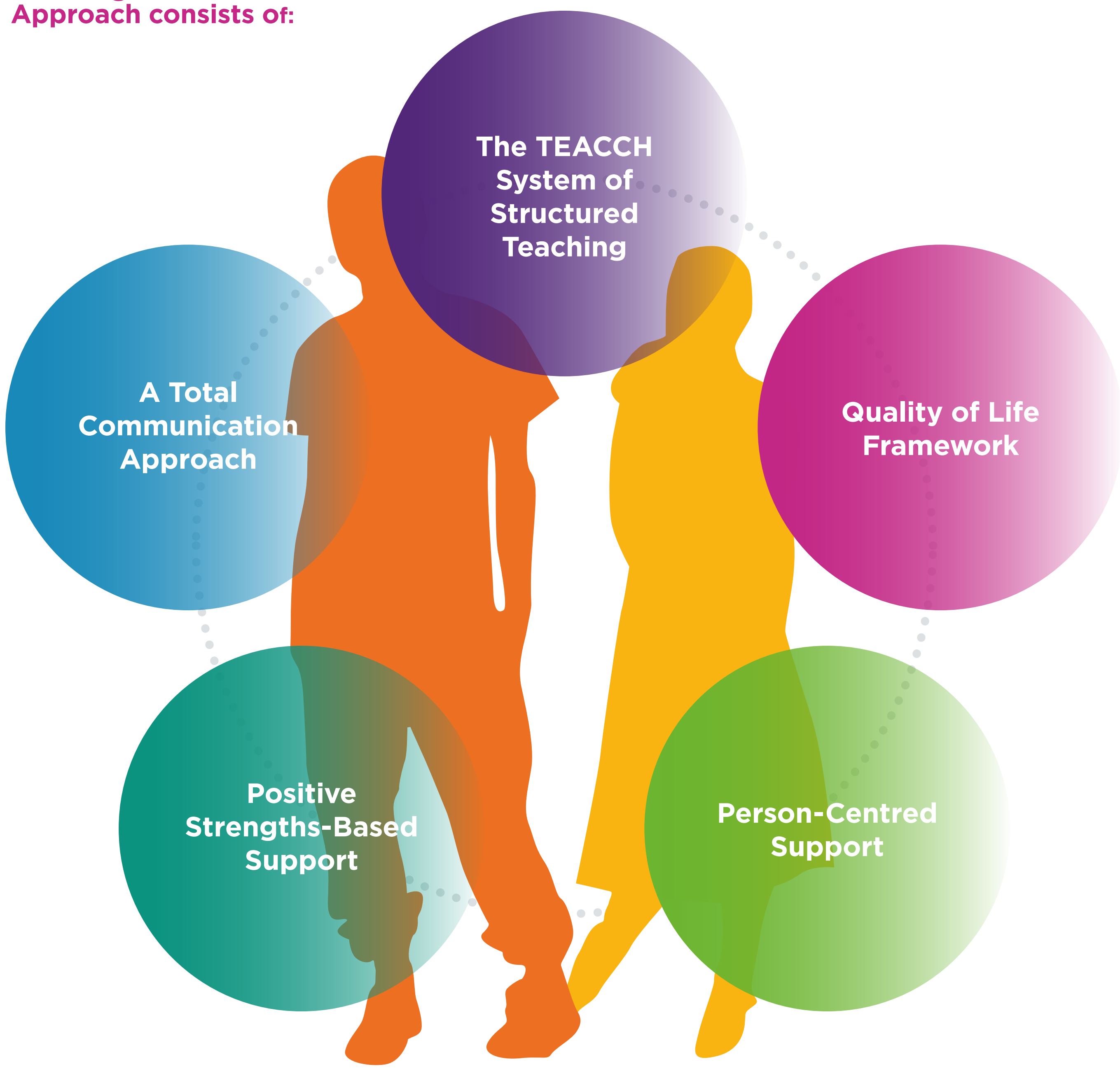
The Autism at Kingwood Strategy – Year 1 report

In 2024 we launched our three-year strategy, which identified our three strategic ambitions: improving outcomes, financial stability, and growth. Intrinsic to this was the implementation of the 'Kingwood Autism Approach'; a flexible toolkit of best practice techniques that, applied in a blended way to suit the needs of our beneficiaries, fully supports their emotional, physical, and social well-being.

The success of this approach is dependent on the high calibre of staff and their development and training. Autism at Kingwood invested in effective recruitment and has in place a strong, motivated support team, keen to become autism specialist practitioners and to deliver best-practice support. During the year, we recruited a highly skilled Kingwood Autism Approach Practitioner, who has helped frontline staff in the delivery of the approach.

We are grateful to the Baily Thomas Charitable Fund who part-funded the post of Kingwood Autism Approach Practitioner

The Kingwood Autism Approach consists of:



30 years of Autism at Kingwood

New Autism at Kingwood service to open in 2026

The trustees and senior leadership team made the decision to refurbish the one property the Charity owns in Reading to create a supported living home that will support ten young autistic adults with high needs.

This will happen in the next financial year.

With the Kingwood Autism Approach in place, Autism at Kingwood will support young autistic adults transitioning to our care, ensuring they continue to receive the individualised support they are familiar with, whilst actively bridging the gap between their more formal education setting, and the growth, development and lifelong learning they require as they transition into adulthood.

"Autism at Kingwood is an established Oxfordshire care provider delivering high quality services for people with autism in Oxfordshire and neighbouring areas.

In a market which is significantly short of required skills, Autism at Kingwood is a huge asset locally, drawing on their long experience of initiating and developing personalised services."

Eddy McDowell
CEO, OACP

Staff recruitment, training and development

2024/2025 has seen greater stability within the Autism at Kingwood staff team.

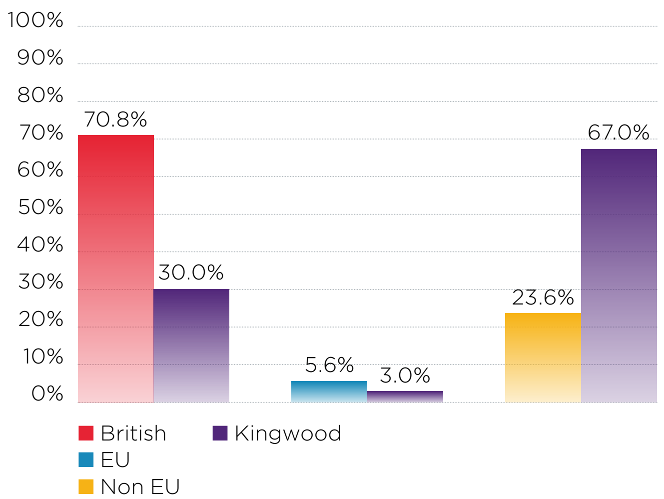
The success that we have had using sponsorship licences has provided regular staff teams for the people we support and has, over the past two years, reduced our dependency on agency staff **from approximately 37% to around 10%**.

Agency staff still work with us but now in the way that they should be used as short notice and occasional staff who can 'bridge the gap' as required in service. Alongside this we have refined our staff bank so that we now have a smaller core of active staff which in turn means that they are more familiar with the people they support and their colleagues.

Going forward the recruitment team are focused on the job of recruiting around 45 staff to work in the new Cressingham Road service when it opens.

Adult Social Care in the UK is recognised as a hard to recruit sector with high turnover of staff and high levels of international staff. As a result of our recruitment using the opportunities provided by the sponsorship scheme we have a lot of international staff. They bring with them a variety of experience, a desire to learn and better themselves and a tenacity which everyone at Kingwood benefits from.

Adult Social Care employee demographic profile (including elderly care) 2024/2025 – how Kingwood compares



Our senior team has been reinforced with our new 'Director of Quality and Safety' and 'Senior Operations Director'. These roles reinforce our governance and compliance functions.

To support our staff in their role we have created the 'Kingwood Autism Approach' which underpins a pathway to lifelong learning. We believe that everyone, staff as well as the people we support, are learners and can improve their life though learning. The Kingwood Autism Approach identifies a variety of tools that are known to enable staff to provide the support that they give. We have established and continue to develop a comprehensive training programme and we are training our staff in the use of these tools.

To support our operational staff we have two staff, one part-funded, who are training and developing these new skills. As staff start to implement these new skills, the changes in the lives of the people we support are identifiable.

James

James lives by himself and has 2:1 support for most of the day.

There had been a lot of caution by staff about what had been unpredictable and sometimes challenging behaviour.

I felt that James was somehow imprisoned in his home; he was so isolated and had a very limited life of building Duplo, tearing up newspaper, going for a walk or a drive.

How could we make his life more interesting and enable him to access the community, without putting himself or others at risk?

Real progress was made. I mentioned that he used to rip up paper, which we thought was purely sensory, but he was also looking at the papers, and specifically at sport pictures. Staff asked him if he wanted to visit the Liverpool FC site, and they took a day trip there. We are now able to engage with him over sport and pictures.

We used to take James everywhere in the car, never risking public transport, but we got to the stage where we were able to support him to take public transport. Now James frequently goes on public transport with his support staff – even the London Underground!

I then went on the TEACCH Structured Teaching course run by our CEO Sarah Butcher, and all the questions I'd been asking myself about James were answered.

Up to now, we had only used Makaton to communicate with James, but after my TEACCH training, I introduced more techniques. We used pictorial communication and we started to be more verbal with him and, in response, I really believe James started to consider his support workers as buddies. He started to listen to staff, and his social skills improved.

We have been able to communicate to him about, and improve, his diet; he now enjoys a more balanced diet. Staff have successfully taken him to restaurants.

We thought about his fascination with Duplo and we decided to see if he might be interested in 'how things work' activities in the home. We were very proud of him for assembling part of a BBQ by himself."

Milca
Support Manager

A year of celebrations!

At our Annual Celebrations, people we support and staff were recognised.

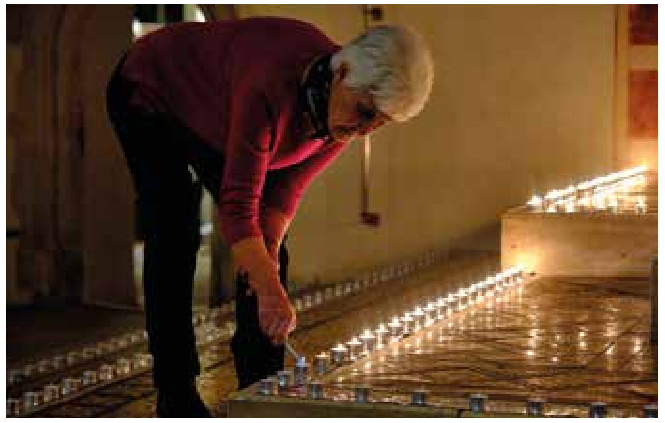
A year of celebrations!

Autism Acceptance Month

We joined forces with Prior's Court School to mark Autism Acceptance Month with a celebratory walk on their beautiful grounds.

People we support enjoyed a day on the River Thames in Henley-on-Thames with their support staff.

Autism at Kingwood Annual Review and Financial Report 2024-25



With the support of Dominic West, Juliet Stevenson, Magdalen College Choir and over 30 volunteers, we put on 'A Candlelit Christmas Evening' at Dorchester Abbey with over 350 people attending. Guests enjoyed minced pies and mulled wine after the performance.

Volunteers lit 1,000 candles for the event!

All this amazing support helped us reach our target!

£30K FOR 30 YEARS

James

"My son James has been supported by Autism at Kingwood for over 15 years. He needs full 24-hour support. He is well cared for and treated with respect.

The Managers try to maintain a consistency of staff, wherever possible, which is very important for my son who has complex needs. His support staff ensure he goes out regularly to undertake meaningful activities that my son enjoys. This includes shopping, trampolining and swimming. His dedicated support staff have also taken him to the theatre and on holiday. They have enabled him to go to Disneyland Paris on several occasions, which he particularly loves.

When my son had to move house his support staff worked hard to make this transition as smooth and stress-free as possible."

Caroline

Our large allotment in Oxfordshire continued to provide horticultural and outdoor skills for the people we support.

A variety of produce was produced by and for people we support. Wooden furniture was upcycled and bird boxes made.

Volunteer support

We are hugely grateful to wonderful employer teams from Microsoft and Sanofi who helped keep our large garden spaces in order!

60x1=700

Sixty people volunteered for us during the year, providing nearly 700 hours of support.

Ben completed a 30-lap sponsored cycle for Kingwood!

Recognition

Lucy, who we support, is a filmmaker and member of Shadowlight Artists, a group of award-winning learning disabled and autistic artists based at the arts Charity Film Oxford.

Her film, 'My Cameras', earned her a nomination at the Oska Film Festival, the biggest film festival for people with disabilities in the world.

Lucy attended the awards evening in Brighton, and she won!

Awards

Our success in recruiting exceptional colleagues through the Sponsorship License Scheme was acknowledged at the Oxfordshire Care Awards, where we were overall Winner for the International Recruitment Award.

Support Worker Esther Kariuki was Highly Commended in her role in delivering exceptional support.

Her nominator wrote: "Esther's dedication to her role goes above and beyond the call of duty. She approaches each day with a positive attitude and a genuine desire to make a meaningful difference in the lives of others. Her compassion, empathy, and professionalism shine through in every interaction she has with clients and colleagues alike."

Davey

One of our teams provided exceptional support to Davey, someone we had supported for many years, during his palliative care.

The staff picked up every shift possible and adapted their way of working to ensure that Davey was comfortable and calm and they were all there on Christmas Eve at the end. They should be incredibly proud of themselves for being there for Davey, and his family, whilst managing their own emotions, at every moment."

Jess McClory
Manager

The team stepped out of the support worker role into a carer role. They also advocated his wishes to be cared for at home. I felt very humbled to be allowed to support them at a very difficult time and would like to thank them from the bottom of my heart."

Carol Oakly
Area Manager

Administrative details of the Charity, its Trustees and Advisers

Senior Leadership Team
Sarah Butcher
Chief Executive
Arcott Mahesh
Chief Finance Officer
Tapiwa Moyo
Director of Care & Support
Nina Fidgeon
Director of Quality & Safety
(Joined September 2024)
Anne Asprey
Head of Human Resources
Dr Sally Powis
Consultant Clinical Psychologist
Philippa Stannard
Head of Engagement

The trustees have delegated day-to-day management of the Charity to the Senior Leadership Team and take advice from them concerning the management of the Charity.

Patrons
Founder Patron
Dame Stephanie Shirley CH
(Died 11 August 2025)
Jeremy Irons

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Company Secretary
Arcott Mahesh

Company Registered Number
02980543

Charity Registered Number
1041924

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

Bankers
NatWest Bank Ltd
2nd Floor Abbey Gardens
4 Abbey Street
Reading
RG1 3BA

Trustees' Report

31 March 2025

Report and financial statements
The trustees present their report and the audited financial statements for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the memorandum and articles of association and the 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).

Charitable objectives
To promote the welfare and relief of people with autism, learning and/or physical disabilities, and/or psychiatric illness by a) the provision of assistance in the provision of care and accommodation for such persons and b) the provision or assistance in the provision of the training and occupation and leisure activities of such persons.

Charitable activities
Autism at Kingwood is a social care charity, enabling autistic adults to live successfully in their homes through supported living.

Dedicated teams of support workers and managers provide a range of care, depending on the needs of the individual, which ranges from 24/7 care with a high-level range of needs to a few hours each day or week of outreach support. Additionally, Autism at Kingwood employs psychologists who provide support for staff in their work, and directly for people we support.

Through fundraising, Kingwood offers a range of meaningful and developmental activities to enhance the lives of the people we support. We run a large allotment, where people enjoy the therapeutic benefits of gardening in a safe space. Kingwood has a holiday home in the nearby rural countryside where our beneficiaries, as well as their families and our staff, can enjoy an affordable break.

The Charity also delivers autism diagnosis and post-diagnosis support via the Oxfordshire Adult Autism Diagnosis Support Service on behalf of Oxford Health.

The trustees refer to the Charity Commission's Public Guidance when reviewing the Charity's aims and objectives and in planning future activities.

STRATEGIC REPORT

Financial Review

The financial performance this year has been foundational in the progress against the financial sustainability goals set out in the three-year strategic plan.

The unrestricted surplus of £245k or 2.5% on income of £9.8m is a significant step towards achieving 3.5-5% margins over the next two years. This is after designating £200k for essential renovation to the property owned by the Charity that is central to the growth strategy. The more than £0.5m increase in cash and net assets to £1.98m and £2.45m respectively reflects improving liquidity and solvency.

Achieving the key objectives of negotiating sustainable contract prices with commissioners, decommissioning unviable services, reduction of agency usage to below 10%, overhead control and improving recruitment and retention of staff were the main drivers of this positive outturn. The investment in structured teaching, specialist autism training and health & safety have all contributed to improving outcomes. The digitisation programme is well underway and following completion is expected to significantly improve efficiency and quality of service delivery.

The £209k reduction in unrestricted revenue compared to the previous year and the increase in national living wage and inflation were offset through careful contract management and pricing. In addition to the positive margins, the £92k reduction in debtors to £0.5m also contributed to the improving cash position. The total surplus including unrestricted, designated and restricted was £455k on total income of £9.8m compared to a deficit of £433k on £10m revenue last year.

The finance team has remained stable and along with other departments continues to be focused on improving process controls as well as efficiencies with a view to building a platform for sustainable growth envisaged in the strategy.

Trustees' Report (continued)

31 March 2025

Close working and good relations with key customers such as Reading Borough Council and Oxfordshire County Council suggests that we are likely to be offered framework supplier status in the near future. This combined with improving service and financial outcomes and the renovated property coming on stream in the final quarter of 2025-26 significantly enhances Kingwood's chances of achieving its strategic goals.

Reserves policy 2024-25

The Charity's reserves policy is to maintain three months' operating expenditure while retaining the ability to invest and respond to exigencies. At current expenditure levels this implies a target of £2.4m. Free reserves of £1.4m (net assets minus fixed assets) currently represent just over 1.75 months' operating expenditure.

The shortfall against target is to some extent mitigated by the fact that almost three-quarters of monthly income is received automatically through a bulk payment system from local authorities and the invoiced balance is mostly paid in a timely manner.

Investment policy 2024-25

Current policy is to hold cash balances in reserve accounts earning deposit rates of interest. This will be reviewed as free reserves increase to the target level set out in the reserves policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is a private company limited by guarantee. Its governing documents are its Memorandum and Articles of Association.

Structure and management

Charitable status was granted to Autism at Kingwood on 3 November 1994, known then as The Kingwood Trust. 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 Care & Culture, 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 2025 there were six trustee Board members, with the appointments of Michael Robinson and Robert Beckley on 11 June 2024.

All trustees give of their time voluntarily without remuneration.

Induction and training of trustees

When recruiting new Board members, the Chair and trustees undertake an open recruitment.

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.

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.

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 financial viability due to the failure of local authorities to fully recompense Kingwood for the cost of delivering care. This was introduced to the risk matrix and monitored closely throughout the year. The financial year also saw additional scrutiny from the Finance & Development Committee on the cash flow position until the position settled.

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 situation 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.
- 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.

Disclosure of information to the auditor

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. 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.

This report was approved by the trustees on 7 October 2025 and signed on their behalf by

Roger Setchell
Trustee

Independent Auditors Report

As at 31 March 2025

Opinion
We have audited the financial statements of Autism at Kingwood (the "Charity") for the year ended 31 March 2025 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 31 March 2025 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 Charities Act 2011.

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.

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' report.

Independent Auditors Report (continued)

As at 31 March 2025

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees
As explained more fully in the trustees' responsibilities statement (set out on page 25), 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 2025 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 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 considered the extent to which a material misstatement of the financial statements might arise as a result of non-compliance.

Independent Auditors Report (continued)

As at 31 March 2025

- We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud. We corroborated our enquiries through our review of the trustees' meeting minutes and any supporting documentation.
- 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 on a sample basis and those journals where there is an increased risk of override, and an assessment of segregation of duties. These procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error.
- We inquired of management and those charged with governance as to any known instances of noncompliance 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.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilites]. 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

Edwin Smith
Chartered Accountants
Statutory Auditor
32 Queens Road
Reading
RG1 4AU
Date: 10 October 2025

Statement of Financial Activities

For the year ended 31 March 2025

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Income:						
Donations	2	35,694	-	54,600	90,294	60,634
Investment Income	3	16,207	-	-	16,207	15,274
		51,901	-	54,600	106,501	75,908
Income from charitable activities	4	9,701,128	-	-	9,701,128	9,863,827
Other income	5	6,055	-	-	6,055	65,984
Total income		**9,759,084**	**-**	**54,600**	**9,813,684**	**10,005,719**
Expenditure:	6					
(Costs of raising funds)						
Donations		45,646	-	-	45,646	34,917
Charitable activities						
Domiciliary, residential care and welfare costs		8,198,604	-	46,144	8,244,748	9,534,805
Support costs and charitable projects		1,026,637	-	-	1,026,637	830,250
Governance costs		42,017	-	-	42,017	38,864
Total expenditure		**9,312,904**	**-**	**46,144**	**9,359,048**	**10,438,836**
Net income/(expenditure) before transfers		**446,180**	**-**	**8,456**	**454,636**	**(433,117)**
Transfers between funds	15	(200,000)	200,000	-	-	-
Net income/(expenditure) for the year/ Net movement in funds		**246,180**	**200,000**	**8,456**	**454,636**	**(433,117)**
Fund balances at 1 April 2024		1,764,028	-	231,520	1,995,548	2,428,665
Fund balances at 31 March 2025		**2,010,208**	**200,000**	**239,976**	**2,450,184**	**1,995,548**

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 2025

	Notes	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	9		1,075,344		1,097,833
Current assets					
Debtors	10	522,761		614,653	
Cash at bank and in hand		1,978,605		1,408,967	
		2,501,366		2,023,620	
Creditors: Amounts falling due within one year	11	(1,126,526)		(1,125,905)	
Net current assets/(liabilities)			1,374,840		897,715
Creditors: Amounts falling due after one year	11		-		-
Total assets less liabilities			**2,450,184**		**1,995,548**
Income funds of the Charity					
Restricted funds	14		239,976		231,520
Unrestricted funds:					
Designated funds	15		200,000		-
Other charitable funds			2,010,208		1,764,028
			2,450,184		**1,995,548**

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 2025, although 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 7 October 2025.

D Swann.

Trustee D. Swann

Company Registration No. 02980543

Statement of Cash Flows

As at 31 March 2025

	Notes	2025 £	2024 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities		**572,323**	**(175,558)**
Cash flows from investing activities:			
Interest from investments		15,640	15,274
Purchase of tangible fixed assets		(18,325)	(3,076)
Net cash provided by investing activities		**569,638**	**(163,360)**
Cash flows from financing activities:			
Repayments of borrowing		-	(25,000)
Cash inflows from new borrowing		-	-
Cash used in financing activities		**-**	**(25,000)**
Change in cash and cash equivalents in the year		569,638	(188,360)
Cash and equivalents at the beginning of the year		1,408,967	1,597,327
Cash and cash equivalents at the end of the year		**1,978,605**	**1,408,967**
Net income/expenditure for the year (as per the statement of financial activities)		454,636	(433,117)
Adjustments for:			
Depreciation charges		40,814	44,371
Interest and from investments		(15,640)	(15,274)
Loss/profit on the sale of fixed assets		-	-
(Increase)/decrease in debtors		91,892	551,829
Increase/(decrease) in creditors		621	(323,367)
Net cash provided from (used in) operating activities		**572,323**	**(175,558)**
Analysis of cash and equivalents			
Cash in hand	17	1,978,605	1,408,967
Total		**1,978,605**	**1,408,967**

Notes to the Financial Statements

As at 31 March 2025

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
At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue operations for the foreseeable future based on the continued funding from authorities as well as ongoing operational and organisational improvements.

Based on the foregoing, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

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 2025

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

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 2025

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 significant areas of judgment or key estimates that have a significant risk of causing a material adjustment to items in the financial statements.

Specifically, with regard to debtors over 90 days, most of which relates to outreach services for Oxfordshire, Reading, Wokingham Councils and a few direct paying clients. The invoices have been reviewed and a detailed analysis of the services provided is being presented to customers with a view to expedite payment. The non-payment by the Council payment departments occurs due to the support packages and changes effected by the commissioning and social worker teams not being simultaneously reflected in their payment systems. The Charity is working closely and jointly with the Councils' commissioning and payments teams to synchronise such information.

2. DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Donations and gifts	35,694	54,600	90,294	60,634

3. INVESTMENT INCOME

	2025 £	2024 £
Interest receivable	16,207	15,274

4. INCOME FROM CHARITABLE ACTIVITIES

	2025 £	2024 £
Domiciliary, residential care and welfare	9,701,128	9,863,827

5. OTHER INCOME

	2025 £	2024 £
Other income	6,055	36,234
Insurance claim re property repairs	-	29,750
	6,055	65,984

Notes to the Financial Statements (continued)
As at 31 March 2025

6. EXPENDITURE

	Staff costs £	Depreciation and impairment £	Other costs £	Total 2025 £	Total 2024 £
Costs of raising funds					
Costs of generating donations and legacies	30,086	-	15,560	45,646	34,917
Charitable activities					
Domiciliary, residential care and welfare costs					
Activities undertaken directly	**7,691,704**	**40,814**	**512,230**	**8,244,748**	**9,534,805**
Support costs and charitable projects					
Costs of supporting the direct activities and projects	582,427	-	444,210	1,026,637	830,165
Governance costs	26,427	-	15,590	42,017	38,864
	8,300,558	**40,814**	**972,030**	**9,313,402**	**10,403,919**
	8,330,644	**40,814**	**987,590**	**9,359,048**	**10,438,836**

Governance costs includes payments to the auditors of £11,340 (2024: £8,748) for audit fees (includes additional for 2024 £2,100) and other services £3,427 (2024 – £nil), and £183 (2024: £6,628) for meeting expenses between trustees, staff, parents and families of those supported.

Other costs for domiciliary, residential care costs and welfare costs includes provisions for potential supplier claims. Included within support costs and charitable projects is expenditure on designated fund projects of £nil (2024: £42,802), expenditure on restricted fund projects of £46,144 (2024: £27,397) and rental of premises, including associated premises costs, storage and room hire etc., of £42,346 (2024: £99,678).

7. TRUSTEES AND RELATED PARTY TRANSACTIONS

During the year no trustees were reimbursed for travelling and other reimbursable expenses (Last year one trustee reimbursed £107).

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 2025

8. EMPLOYEES

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Domiciliary, residential care and welfare	189	249
Administrative staff	24	27
	213	276

The average number of FTE staff is 153 (2024 – 162 FTE)

Employment Costs

	2025 £	2024 £
Wages and salaries	7,495,749	8,705,383
Social security costs	673,714	586,432
Other pension costs	142,369	125,128
	8,311,832	9,416,943

Wages and salaries includes agency welfare costs of £693,335 for (2024: £2,126,296) and agency support costs £79,559 (2024: £378,168).

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

	2025 Number	2024 Number
£100,001 - £110,000	1	0
£90,001 - £100,000	1	1
£80,001 - £90,000	0	1
£70,000 - £80,000	1	0

The trustees were not paid and did not receive any benefits from employment with the Charity in the year (2024: £nil).

The key management personnel of the Charity comprise the trustees, the Chief Executive Officer, Head of Engagement, Director of Quality and Safety, Director of Care, Chief Financial Officer, and Head of HR. The total employee benefits of the key management personnel of the Trust were £492,542 (2024: £387,618).

Autism at Kingwood Annual Review and Financial Report 2024-25

Notes to the Financial Statements (continued)

As at 31 March 2025

9. TANGIBLE FIXED ASSETS

	Freehold property £	Freehold improvements £	Leasehold improvements £	Equipment and motor vehicles £	Holiday Home £	Total £
Cost						
At 1 April 2024	1,789,185	53,072	87,869	360,723	37,808	2,328,657
Additions	-	-	-	18,325	-	18,325
Disposals	-	-	-	(27,150)	-	(27,150)
At 31 March 2025	1,789,185	53,072	87,869	351,898	37,808	2,319,832
Depreciation						
At 1 April 2024	735,116	47,894	86,508	350,123	11,183	1,230,824
On disposals	-	-	-	(27,150)	-	(27,150)
Charge for the year	24,000	1,788	908	10,338	3,780	40,814
Impairment	-	-	-	-	-	-
At 31 March 2025	759,116	49,682	87,416	333,311	14,963	1,244,488
Net book value						
At 31 March 2025	1,030,069	3,390	453	18,587	22,845	1,075,344
At 31 March 2024	1,054,069	5,178	1,361	10,600	26,625	1,097,833

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. A further review was carried out this year and no change was considered necessary.

10. DEBTORS

	2025 £	2024 £
Trade debtors	188,352	158,846
Other debtors	1,629	2,083
Prepayments and accrued income	332,780	453,724
	522,761	614,653

Notes to the Financial Statements (continued)

As at 31 March 2025

11. CREDITORS

Amounts falling due within one year

	2025 £	2024 £
Bank loan	-	-
Trade creditors	96,678	293,516
Taxes and social security costs	152,513	149,026
Other creditors	33,131	39,378
Accruals	836,928	640,671
Deferred income	7,276	3,314
	1,126,526	1,125,905

Deferred Income – The amount of deferred income brought forward at 1 April 2024 released to income earned from charitable activities amounts to £3,314 (2024: £81,835).

Accruals includes provisions for potential supplier claims.

12. PENSION COSTS

Defined Contribution

	2025 £	2024 £
Contributions payable for the year	142,369	125,128

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.

Autism at Kingwood Annual Review and Financial Report 2024-25

Notes to the Financial Statements (continued)

As at 31 March 2025

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:

2025		**Movement in funds**			
	Balance at 1 April 2024 £	**Income £**	**Expenditure £**	**Transfers £**	**Balance at 31 March 2025 £**
Property improvements	**214,870**	-	(7,778)	-	**207,092**
Gardening Coordinator	**-**	15,000	(12,775)	-	**2,225**
Digital Social Care Record Grant	**16,510**	8,500	(25,010)	-	**-**
Culver Way Sensory Room	**-**	2,600	(472)	-	**2,128**
Approach Practitioner – Baily Thomas	**-**	15,000	-	-	**15,000**
Cressingham Road Capital Appeal	**-**	13,500	-	-	**13,500**
Barbara Williams – for Windrush	**140**	-	(109)		**31**
	231,520	54,600	(46,144)	-	**239,976**

2024		***Movement in funds***			
	Balance at 1 April 2023 £	***Income £***	***Expenditure £***	***Transfers £***	***Balance at 31 March 2024 £***
Property improvements	***221,057***	*-*	*(6,187)*	*-*	***214,870***
Gardening Coordinator	***-***	*15,000*	*(15,000)*	*-*	***-***
Digital Social Care Record Grant	***-***	*16,660*	*(150)*	*-*	***16,510***
Ground Works	***-***	*6,000*	*(6,000)*	*-*	***-***
Barbara Williams – for Windrush	***-***	*200*	*(60)*	*-*	***140***
	221,057	*37,860*	*(27,397)*	*-*	***231,520***

Cressingham Road property
The Cressingham Road property was renovated in 2012/13 to provide better quality of residence and care to the people we support and improve the working environment for support staff.

Resources expended is the depreciation related to the restricted funds procured for the renovation. This restricted balance will decrease in line with depreciation of the property.

Notes to the Financial Statements (continued)

As at 31 March 2025

14. RESTRICTED FUNDS (CONTINUED)

Gardening Coordinator
Funding received to include grant from the Sobell Foundation as part of a two-year grant to employ a Gardening Coordinator who will work with people we support at Henley Allotments.

Digital Social Care Record System
Two grants were received last year to provide funding towards establishing a digital social care record. Further grants were received this year from PF Charitable Trust, Mr. & Mrs. Pye's Charitable Settlement and Shanly Foundation.

Culver Lodge Sensory Room
A grant was received from Screwfix for equipping the sensory room at Culver Lodge being carried out after year end.

Autism Approach Practitioner
A grant was received from Baily Thomas Charitable Fund for part funding of a new post of Autism Approach Practitioner after the year end.

Cressingham Road Renovation 2025/26
In line with our strategy, the Cressingham Road property is being renovated specifically to enable us to provide enhanced complex autism care and living accommodation. Donations are being received in response to the capital appeal and renovation works commenced in July 2025.

15. DESIGNATED FUNDS

2025		**Movement in funds**			
	Balance at 1 April 2024 £	**Incoming resources £**	**Resources expended £**	**Transfer between funds £**	**Balance at 31 March 2025 £**
Cressingham Road Renovation 2025/26	**-**	-	-	200,000	**200,000**
	-	-	-	200,000	**200,000**

2024		***Movement in funds***			
	Balance at 1 April 2023 £	***Incoming resources £***	***Resources expended £***	***Transfer between funds £***	***Balance at 31 March 2024 £***
Development fund	***42,802***	-	*(42,802)*	-	**-**
	42,802	-	*(42,802)*	-	**-**

Cressingham Road Renovation 2025/26
The trustees have designated £200k of the general funds for expenditure relating to the renovation and commissioning of the Cressingham Road property. This expenditure can include uncapitalised and capitalised costs as well as start-up costs for the provision of support services for people with complex autism. This renovation project forms part of the three-year strategy to develop high quality services offering pathways to adult living. This fund may be used to meet expenditure on this project in 2025-26 and beyond.

Autism at Kingwood Annual Review and Financial Report 2024-25

Notes to the Financial Statements (continued)

As at 31 March 2025

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2025 are represented by:

	Unrestricted funds £	**Designated funds £**	**Restricted funds £**	**Total £**
Tangible fixed assets	868,252	-	207,092	1,075,344
Current assets	2,268,482	200,000	32,884	2,501,366
Creditors: amounts falling due within one year	(1,126,526)	-	-	(1,126,526)
	2,010,208	**200,000**	**239,976**	**2,450,184**

17. ANALYSIS OF CHANGES IN NET DEBT

	Balance at 1 April 2024 £	**Cash-flows £**	**Balance at 31 March 2025 £**
Cash	**1,408,967**	569,638	**1,978,605**
Loans falling due within one year	**-**	-	**-**
Loans falling due after more than one year	**-**	-	**-**
	-	-	**-**
Total	**1,408,967**	569,638	**1,978,605**

18. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2025 the company had a total of future minimum lease payments under non-cancellable operating leases for each of the following periods:

	Land and buildings	
	2025 £	**2024 £**
Expiry date:		
Not later than one year	29,700	29,700
Later than one year and not later than five years	84,150	113,850
	113,850	143,500

19. CONTINGENT LIABILITIES

An uncertain obligation last year on the outcome of a court claim against the Charity by a creditor with a counter claim against the same creditor was agreed and settled during the year together with another uncertain obligation arising from a local authority for the potential repayment of service income. Last year it was not possible to quantify any eventual liability

Potential supplier claims that were treated as a contingent liability last year are now included as a liability in creditors.

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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

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