



Autism
Hampshire

Annual Review 2017/18

Creating a better future for people on the autism spectrum

Management Structure

President Lord Ashbourne
Honorary Fundraising President Lawrie McMenemy MBE

Directors - Trustees
Chairman Pauline Arrow
Treasurer Andrew Edmonds
Secretary Graham Shields
James Robson
Jane Fish
Jayne Turnbull
Clr Ivan White
Jonathan Hardie

Trustee Representation on Sub-Committees:

Finance Sub-Committee
Chairman Andrew Edmonds
Graham Shields
Pauline Arrow
Jonathan Hardie

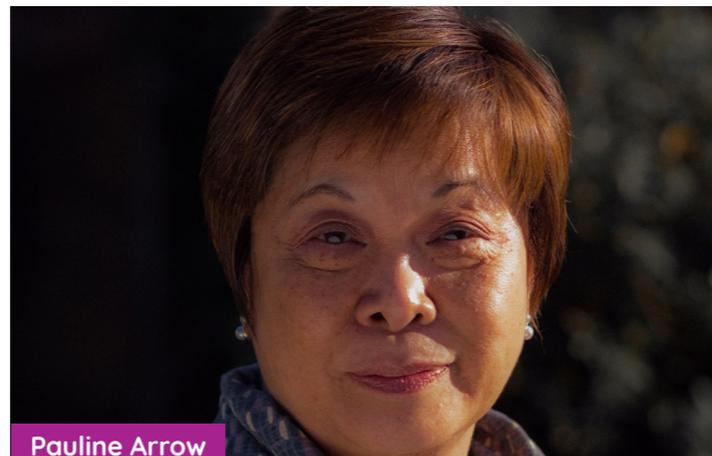
Governance Committee
James Robson
Clr Ivan White
Pauline Arrow

Bank
National Westminster Bank plc, 1 Romsey Road,
Southampton, SO16 4GT

Auditors
Wilkins Kennedy LLP, Carnac Place, Cams Hall Estate,
Fareham, Portsmouth PO16 8UY

Senior Management
Chief Executive Officer Debra Harrison-Sales
Finance Controller Emma Brough
Human Resources Manager Jeremy Webb
Area Manager Neil Nash-Gray
Area Manager Rhona Bray
Training & Development Manager Teresa Sayer-Smith

Report from the Chairman of the Board



**Pauline Arrow
Chairman**

Autism Hampshire's commitment to people on the autism spectrum is evidenced through our staff, volunteers, families and supporters. Their passion underpins the organisation's ability to fulfil our mission and vision and to uphold its values. By utilising that passion, Autism Hampshire directs resources carefully to ensure financial stability and can keep the organisation growing through the services we offer to assist more people who are on the autism spectrum and their families.

2017-2018 has been another very positive and exciting year of growth and consolidation. As always therefore I would like to thank the city and county councils, local universities, local companies and other grant/trust funding bodies for their support and in particular, I would like to acknowledge the Board of Trustees who give freely their time to advance the Vision, Mission and Values of our organisation.

I would also like to acknowledge and thank all of our staff led by the Chief Executive Officer, Debra Harrison-Sales for the significant work undertaken this year and their dedication to Autism Hampshire.

Chief Executive Officer Introduction to the Annual Report for 2017/18



**Debra Harrison-Sales
Chief Executive Officer**

It continues to be my great honour to lead this amazing charity to further our vision of 'Creating a better future for people on the autism Spectrum' through our mission of 'Creating opportunities, challenging perceptions, enhancing choice and providing high quality services to meet the diverse needs of people on the autism spectrum'.

A key part of our success over this last year has been partnership working with: people we support, local councils, statutory agencies, education, and employment sector agencies, other charities, private and corporate organisations and voluntary groups. Working in collaboration helps us to reach more people, identify service delivery gaps, stay up to date with industry developments and offer appropriate autism information and advice across Hampshire. The highly successful Autism Ambassador programme is an excellent example of joint working between ourselves, Hampshire Autism Voice and local councils.

At a national level we are also involved in the Department of Health and Social Care's refresh of the Autism Strategy (to be published in 2019) via meetings held in London alongside our partners within the Autism Alliance.

To ensure effective communication we created a new website and have adopted a new logo which better depicts our partnership working; hands joined together using colours to highlight the diversity of the autism spectrum.

Over this last year 2017/18 we have been taking significant steps forward to ensure the ongoing success of the organisation. This has been achieved by; building momentum on service expansion, re-basing all of our placement costs, further reduction of central costs and achieving better value for money from subcontractors and suppliers.

Key achievements over this past year were:

- Increasing the number of 'Experts by Experience' who help train our staff and present at our workshops plus co-produce new initiatives across the organisation.
- Achieving CPD (Continuing Professional Development) accreditation of our Autism Practitioner courses. 1108 hours were delivered by our staff over this last year.
- Creating a new eLearning Autism Awareness training module which will be free of charge to everyone in Hampshire.
- Delivering 105 half day parent workshops across the county totalling 225 hours.
- Holding/attending 10 information sessions which directly benefited 354 families and carers.
- Delivering training to 600 participants representing a wide diversity of work and education settings across Hampshire.
- Assisting in the training of approximately 180 people across the county to become Autism Ambassadors.
- Helping 76 people through their pathway to employment; we held 3 employer workshops, 5 CV writing and 5 interview skills courses.
- Keeping our Serendipity groups running across the county through charity fundraising.
- Redeveloping our Autism App with our technical partners Mpro5 which can be accessed free of charge.
- Expansion of our resource library and 'Try Before You Buy' equipment service through donated funding.
- Organising 9 major challenge fundraising events in which 192 people participated to help raise vital funds for our organisation.

Our New Identity

We are sure that you will have all noticed by now that this year's annual review looks a little different to last years.

Those of you that have been supporting us for more than a year now will have noticed that we have re-branded the organisation, including updating the website (below right).

Being the progressive organisation that we are, we knew that it was time to update our website and its functionality so that people in need of support could find help with more ease and so that our supporters could more readily engage with us.

We worked closely with Studio Republic, a local ethical digital agency, to re-brand our organisation and redevelop our website.

We are delighted with the change and now feel that our brand better represents us.

Our new icon is a symbol of safety and partnership with the shapes forming a bond of hands working closely together. This reflects the care and support we give.

The formation of the hexagonal shape builds a shield like structure to reflect the safety of Autism Hampshire but also communicates inclusion with the components which are used to form its shape.

The colours in the icon are bright and positive reflecting aspiration, whilst also illustrating the diversity of those on the autism spectrum.

We hope that you like our new brand and are enjoying the new website. We will continue to keep it up to date with news and information about autism and what we are up to.

autismhampshire.org.uk



Autism Hampshire



Adult Services

Community Support

Our Community Support team provides hundreds of hours of support per week through a variety of activities. The support packages range from 8 hours of support per week to 38 hours of support per week. The support we offer is flexible and fully aligned to individual need; either at home or in the community dependent on choice and needs.

Day Services

Over the years our Day Service has offered a wide variety of activities such as outward bound courses, rambling, needlework, swimming and more. There has been many memorable times for those associated with Day Services including day trips, Christmas carol services and crafting Christmas tree decorations. Theme Parks were a favourite and they also enjoy museums, theatre trips and hobby clubs.

The Day Service has transitioned in the last couple of years leading to service users accessing more one to one community based activities.

Supported Living and Residential Services

The emphasis of our homes is to encourage people to fully participate and be involved in the day to day running of their home and to enjoy and follow their own chosen interests whilst being encouraged to try diverse new experiences.

Each support package embraces the principles and practices of 'Person Centred Planning and Approaches', in which enabling choice and individuality are of paramount importance. The philosophy of each home is to support each person to develop their level of independence as fully as possible and achieve personal aspirations/goals. We encourage full social inclusion and opportunities to develop appropriate social networks.

We also encourage people to access higher education and employment; additional support is given to ensure success in this regard, tailored according to individual need

Harry Potter Studio Tour

On the 10th of January a group of people supported by Autism Hampshire visited the Harry Potter Studios to explore the wizarding world.

They all enjoyed seeing all the props from the films and immersed themselves in Harry's world. Lots of wands, souvenirs and butter beer were purchased.

This trip was possible due to Autism Hampshire supporters who donated over £500 to pay for the tickets and transportation.

Everyone on the trip had a magical time, so thank you!





Information and Advice Service

A key success of the department over the last year was the rolling programme of workshops; which provided 'Autism Understanding' training to parents. 105 workshops were held across the county.

Parents of children who were on their diagnostic journey, (pre, during or post) attended the workshops; the majority found the sessions illuminating and extremely helpful. Many reported a decrease in anxiety in their families as they became more understanding and accommodating of their child's unique perspective on life.

Positive feedback from post course evaluation included these comments:

'Enjoyed the honesty of the session'

'The programme was very informative and very well presented'

'I enjoy the discussion and sharing experiences of others'

'I like the ability to ask questions which makes the session bespoke to the audience'

Parents also fed back that they are better able to devise innovative and effective strategies to support the areas of life which their children were struggling with due to the knowledge gained in these workshops. Some attendees have remained in contact with others to create mutual support networks.

Hannah commented:

"The advice and support given to me by Autism Hampshire has been invaluable. I received guidance on many techniques to put into practice at home which have assisted greatly"

Serendipity Groups

Our Serendipity groups continue to be active across the county in Fareham, Gosport, Southampton, Portsmouth, Winchester, Basingstoke, Aldershot, New Forest and the Meon Valley. We aim to expand further into every locality across the county. They are supported by 17 volunteer group facilitators, 15 of who are on the autism spectrum.

The group members have a vital role in steering group activities and together as experts they advise Autism Hampshire on service gaps, innovation requirements and local opportunities that can support our charity aims.

In March a music festival in Winchester was arranged by people who attend our Serendipity Groups. The event was a huge success, made even more remarkable and inspirational by seeing how people overcame their fears and braved the stage for the first time—all for the love of music.

This photo was taken during Aaron's performance at the event.

The Serendipity Project Coordinator, Jamie Pratt said:

"This was the second year we have held a music festival and we are so pleased with the turn out. Thank you for everyone who supported the event. We have already started planning next year's event and want to make it even bigger, better and more fun."

A quote from Kieran:

"The event I did was performing a concert in front of a live audience. The concert had performers who are autistic and to give people like me an equal opportunity in life. The concert was at the railway inn in Winchester. Performing at the Railway Inn was so amazing and special as big names like Ed Sheeran have performed there. I loved playing my set as the audience was so supportive and great plus it meant a lot to show my own songs that I wrote...It encouraged me to do more music and perform more"



Aaron - Pictured

This year we delivered training which supported:



Hampshire Wellbeing Advice Service

In partnership with Community First Winchester, Hampshire Age Concern and Citizen's Advice Winchester, East Hampshire and Havant, Autism Hampshire was invited to be part of a project team funded by Hampshire County Council. The project aims were to ensure consistency and service quality; focusing on the principles such as 'no wrong front door' and 'a warm handover'. It gave us the opportunity to:

- 1) Connect with and learn how other services operate including Hampshire CART (Contact Assessment and Resolution Team) and Connect 2 Support.
- 2) Improve understanding of Autism Hampshire's role as a trusted gateway to other services.
- 3) Consult widely with the people we support and stakeholders to better understand customer journeys when using Information and Advice services.
- 4) Improve understanding of the needs of people on the autism spectrum within the information and advice sector
- 5) Recruit a further 16 Autism Ambassadors within the sector
- 6) Train 30 people who work in the sector



Autism Alert Programme and The Autism App

This year 300 people have applied for autism alert cards, apps and stickers, a programme delivered jointly to alert emergency (and other) services to the fact that a person is on the autism spectrum. Working together since 2008 we have maintained our close working partnership with Hampshire Constabulary, the Fire Service and Health services to improve the experience for people on the autism spectrum when accessing these services.

Part of our Autism Alert Programme, the Autism App is designed to provide autism specific help and support. The Autism App is provided free of charge to all Hampshire residents by Autism Hampshire and our technical partners Mpro5. It enables people to identify adjustments which will help them to access services, supporting independence and inclusion.

This year we have been working to develop Spectra5 to provide a new and improved version of the Autism App.

In response to feedback from current app users, Spectra5 will enable users to update their own information, make changes directly on their smart phone and email the information they have put in their app. As well as a carefully worded section about recommendations for adjustments, we have included; a quick profile section, links to autism organisations and useful services, a task reminder, a crisis planner, and an electronic version of the Autism Alert Card. Whether it be going to an interview, providing information for a new employer, accessing a health service or a new activity, the Autism App will support people to self-advocate and quickly request the adjustments they are entitled to.

As always to ensure that we produce a high quality and useful product we have worked closely with our local partners, in particular Hampshire County Council, Isle of Wight Council, ACRE and Hampshire Constabulary.

"My Autism App talks for me when I can't".

"I keep my card ready in my hand when I go into a situation I know will be stressful".

"My card helps me to reinforce the fact I have autism when disclosing the matter with friends and colleagues".



Employment Pathways Project

National Statistics show that only 16% of adults on the autism spectrum who want to work, have full time employment. Autism Hampshire is determined to change this very concerning reality!

We are therefore extremely grateful to Hampshire County Council and the European Social Fund who enabled us to support 76 people on their journey towards employment over this last year. The effective outcomes of this project were achieved by working in partnership with the following organisations:

- **The National Careers Service** who helped by providing support to our CV writing, interview and job seeking workshops
- **Portsmouth University's Autism Centre** for Employment Research who provided their autism specific 'Individual Employment Profiles' through their online profiling tool
- **Hampshire Autism Voice** in the training of HR/recruitment officers to become Autism Ambassadors in their organisation
- **The Job Centres** who referred people to our project and workshops

Our workshops reached 40 different employers, which enabled them to learn more about autism and reflect on their internal organisational processes for interviewing and recruitment; In order to consider how these may create unnecessary barriers for people on the autism spectrum and how to implement reasonable adjustments within their company.

Case Study

Employment Pathways support was offered to a young man who had been unemployed for several months and whose confidence had been significantly damaged through a previous negative experience. Individual guidance and goal setting helped to identify areas of potential interest he had not previously explored and he attended CV writing, interview skills and job seeking workshops. We connected him with an employer who had attended one of our employer workshops and supported him to meet with them, providing information about workplace adjustments. He started with a supported work trial, which has led to temporary paid employment. He has really enjoyed this work and we look forward to supporting him through the next steps of his pathway to employment.

Disability Confident

As an employer ourselves we have also signed up to The Government's 'Disability Confident scheme'. In this regard Autism Hampshire is working in partnership with Job Centres, Autism Alliance UK and our local communities to achieve leadership status as a Disability Confident Employer.

Ryan (pictured right) is on the autism spectrum. It was recommended to him that a career in data inputting would suit him. He has now completed a level 2 qualifications in Databases and has the European Computer Driving Licence qualification.

Ryan commented "I have been part of Autism Hampshire since I was 10 years old. This year I joined Autism Hampshire as a Supply Administration worker. I work every Tuesday when I am not working at another company. I enjoy working on the different IT systems and developing my skills".



Specialist Mentoring Service

The Specialist Mentoring Service supports students in receipt of the Disability Student Allowance at the University of Portsmouth.

The team work closely with the University of Portsmouth's Additional Support and Disability Advice Centre (ASDAC) team in providing the specialist mentoring service.

Over the year 3197 mentoring sessions were delivered by the team enabling students with a diagnosis of autism and/or mental ill health to progress their studies and meet their academic targets and goals.

The team rent office spaces in the Citizens' Advice, the John Pound's Centre and moved into their new offices at the Portsmouth Central Library in July 2017, all of which enables them to deliver mentoring sessions in private and confidential locations within close proximity of the university.

Feedback received from students in the spring term survey:

"My mentor has been very helpful in assisting me to plan my workload, holiday periods, well-being, and she was able to either help me personally, or direct me to another source of assistance, either from the university or another provider (e.g. a website). My mentor is also very accommodating in helping me plan in the way that I work best in, I really appreciate that."

"The mentoring service is amazing. I am so lucky that such a resource exists and I can access it. I'm not sure I would have made it through the year, or at least passed my mid-year assessments, without the support I have been given."

"Extremely friendly and helpful staff. Fully understanding of one's condition and working towards getting the best academically."



Training & Practice Development

The broad and comprehensive range of training courses and workshops we hold as part of the annual training calendar are delivered by highly qualified and experienced trainers who work hard to make learning fun, exciting and motivating for staff. Overall 1,400 training places were delivered in 2017-2018 including Corporate Induction, PROACT-SCIPr-UK®, Medication Management, Safeguarding, and Emergency First Aid.

A great achievement for the Training & Practice development team over the last year was to be awarded CPD (Continued Professional Development) status for our Autism Practitioner Pathway. Our managers and staff now work towards Autism Practitioner certificated status at level 3.

Over the year Autism Awareness training was also delivered to other organisations such as: Southampton Football Club SaintsAbility, Southampton Children's Hospital, University of Chichester, University of Portsmouth, Havant and South Downs College, Galena – Keys Group, Community Integrated Care and Fairways School to name just a few.

They also provided a consultancy service to a number of organisations including Southampton Children's Hospital to advise on reasonable adjustments for individuals and followed this up with a comprehensive report.

To support the Hampshire Autism Partnership Board's Autism Ambassador Programme the team also helped deliver this training across the county on a regular basis.

Last but not least the team provide the 105 specialist behaviour training and support sessions for the Hampshire CAMHS Support Service for parents/carers across the county. Feedback received included:

"We just wanted to thank you both so much for the wonderful series of Autism workshops which sadly came to an end today...they were the most useful we've ever been to".

"Relevant and helpful"

"Very relaxed and information amazing"

Autism Heroes

To celebrate Autism Awareness Week 26th March—2nd April, we asked our supporters to nominate their autism heroes #autismheroes. Either a famous person on the autism spectrum admired or a work colleague, family member or friend who make a difference to peoples lives.

The response to our campaign was fantastic. We had 28 nominations of heroes covering all walks of life and we highlighted them and the reasons for their nomination throughout Autism Awareness Week.

Many of the heroes were nominated by more than one person and all of the nominations were heartfelt and full of passion for the nominee. Some of the nominees were famous and these included; Susan Boyle, Chris Packham, Nikola Tesla, Jules Robertson and Alan Turing.

Jack White (top right photo on the next page) was nominated as an autism hero by Claire who advised;

"This is my #autismhero, Jack White. He has been my friend for nearly ten years, but over the past four years in particular, he has been an incredible support to me and I don't know where I would be without him.

Before my diagnosis of Autism in 2017, I became very ill and Jack, and my other incredible friend Lesley, cared for me. I was unable to do my job, which I adored. I couldn't eat, sleep, think rationally or look after myself or my home at all. It was a very dark time, but without fail, Jack helped me night and day, and he never gave up on me.

Jack is not only my best friend, but also the Choir leader at a Choir I used to sing in called Sing Now Choir. He is a brilliant musician, an inspirational leader and he makes everyone laugh which is so important. Because of Jack, I have still been able to attend sessions and help out behind-the-scenes at performances and with creative admin, guide tracks and choreography for the Choir, even though I haven't been able to join in and perform myself. Thanks to Jack, I have so many understanding friends that still include me at Choir. He clearly explained my Autism diagnosis to my 'Choir family,' and they all made me feel loved and accepted.

I want Jack White and absolutely all of my friends and family to be recognised as Autism Heroes really! But Jack... he has made my scariest times safe, my loneliest times bearable and my hardest times much, much easier. Thank you for keeping me strong, and keeping me included. We have shared so many happy memories and funny adventures throughout our friendship. I would like to thank Jack, Dan Lesley, Pat, Barbara and all my Choir friends and family from the bottom of my heart, for being the most trustworthy, understanding, patient and caring, accepting friends I will ever know, and I want them to know that I will always be there for them, too."

Thank you for your nomination Claire.

You can see a few more of the nominated autism heroes on the next page.

Your Autism Heroes



Fundraising

It has been another exciting 12 months at Autism Hampshire where we have been overwhelmed by your support and generosity.

With thanks to our supporters we have been able to continue to deliver high quality services.

This year we again had supporters jumping out of aeroplanes, abseiling down the Spinnaker Tower, organising quizzes, running marathons, go-karting, playing golf, playing our lottery, nominating heroes, volunteering with us and more, all to raise awareness and funds for people on the autism spectrum.

Our facebook page - facebook.com/AutismHampshire/ continues to be a great place for us to connect with you. In the past 12 months we have shared articles about theatre productions, the Saints new sensory room, useful tips and coping strategies, political changes that affect people on the autism spectrum and other items of interest.

We value hearing your views about how autism impacts your lives and about your stories of triumph.

Nearly 4000 of you already like our page and regularly interact with us. Thank you to all of you that share your stories and things that interest you with us.



Win up to £25,000

Playing our lottery makes you a winner to us.

Play the Autism Hampshire lottery from just £1 per week. It is a great way to support our charity whilst being in with the exciting chance of winning a fantastic £25,000.

You can sign up to play online:
autismhampshire.org.uk/get-involved/play-our-lottery

Players must be 18 or over to play. If you feel you have a problem with gambling, visit gambleaware.co.uk or call the Gamcare National Helpline on 0808 8020 133



Thank you

to all of our amazing supporters!



Fundraising News

This year saw the 14th Lawrie McMenemy MBE Celebrity Golf Day and it was, as it always is, a fantastic event.

In attendance was 'Donald Trump' a.k.a Mike Osman, in full costume, entertaining the players and celebrities with stories, impressions and hilarious jokes.

The weather was patchy with a little rain at times but it didn't dampen the spirits of the players and some excellent golf was played.

This year's winners were the Liberty Leasing team (bottom right). The team welcomed Warren Clark to make up their four ball. Warren (green t-shirt) is a fantastic golfer, playing off a 2 handicap and represents Great Britain at the Special Olympics. Warren himself is on the autism spectrum and was fortunately available to join us on the day.

The Liberty Leasing team very much benefited from Warren's excellent golf and were delighted to scoop the top prize.

There was a three-course prize giving dinner, raffle and live auction after the golf which was hosted by Mike Osman.

Over £14,000 was raised from the event.

This year we invited Richard (pictured right, standing with the mic) to give a pre-dinner speech, to tell everyone about his first hand experience of living on the autism spectrum. Richard talked about his struggles to find employment and about the support he had received from Autism Hampshire.

Richard's speech was incredibly moving and he was delighted to meet some of his idols.

After the event we received fantastic feedback from the attendees, one of whom told us:

"What I particularly wanted to share was how much I enjoyed Richard's speech. It really made me aware of what someone like Richard had to offer."

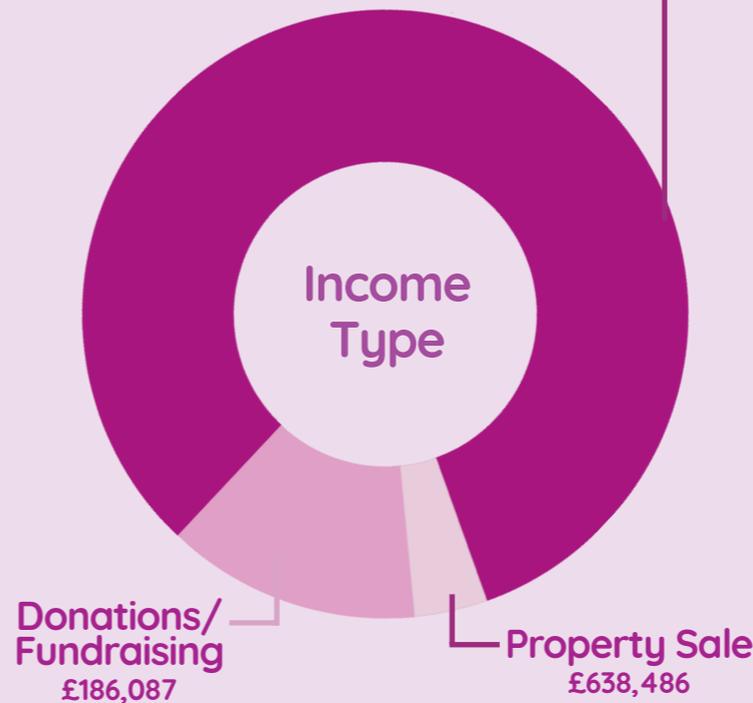
What a great day!



Our Finances at a glance

Income
£4,711,959

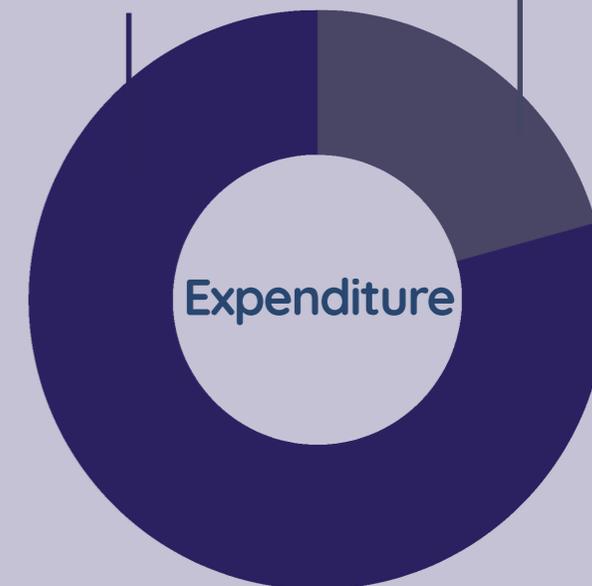
Charitable Activities
£3,887,297



Expenditure
£4,459,347

Direct Support Costs
£3,535,598

Indirect Costs
£923,749
(Including maintenance, equipment and resources)



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