

BeyondAutism

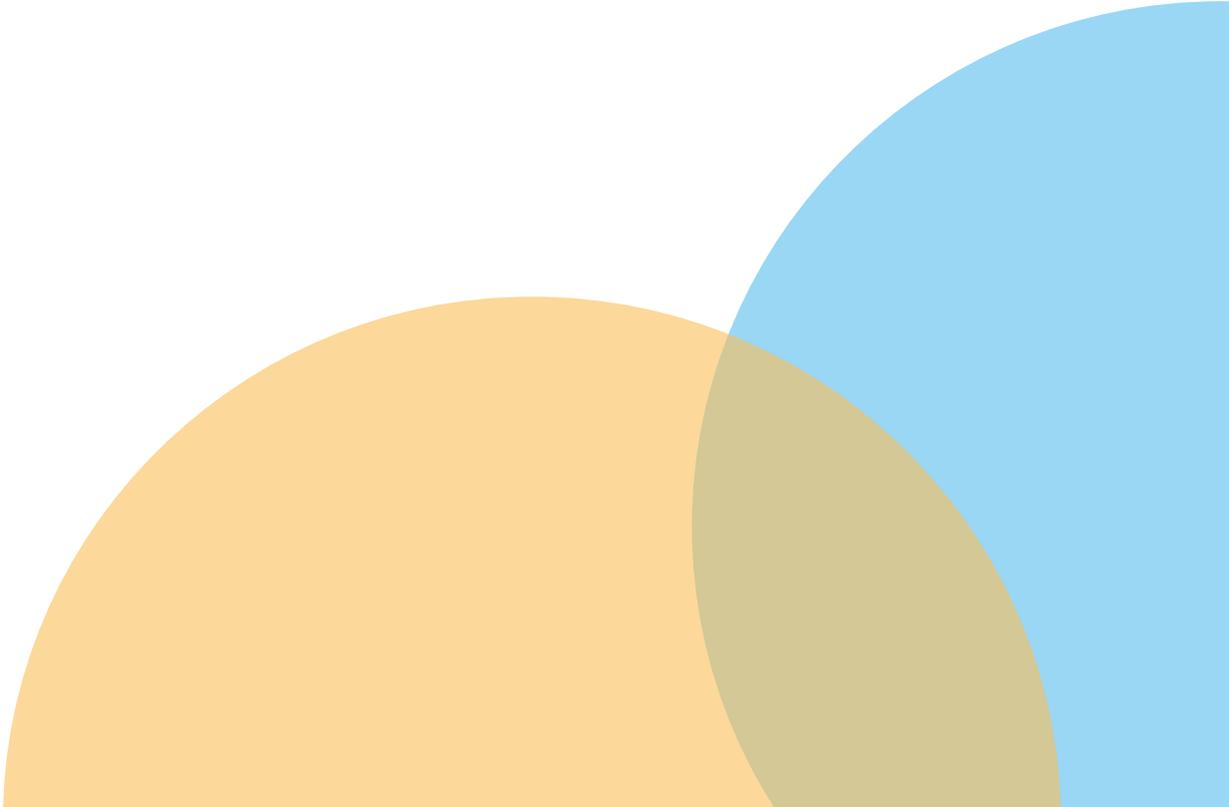


**EMPOWERING
PEOPLE,
LAUNCHING
LIVES**

2015/16

Contents

- About Us, our Mission and Values 2
- Foreword from the CEO and Chair of Trustees 3
- Our 5 year strategy and 2021 ambitions 4
- 2015/16 review
 - Our services:**
 - Rainbow School. 5
 - Outreach and Training. 9
 - Our resources:**
 - Our fundraising 11
 - Our people 13
 - Our communication. 15
 - Our property. 15
 - Our finances. 16



About Us, our Mission and Values

BeyondAutism is a charity dedicated to empowering people with autism to lead fuller lives through positive educational experiences, training for the people who work with them and support for their families and carers.

We are experts in educating children and young people with autism, applying the principles of Applied Behaviour Analysis (ABA) and Verbal Behaviour (VB) to arm them with the life skills they need to live as independent a life as possible.

Our services:

- Rainbow School, an Independent Special School, offering transformative specialist education and support for children and young people with autism aged 4-19
- Post-19 provision that empowers people with autism, preparing them for adulthood with a skillset that enables them to have choice and control
- Outreach and training services for parents, carers, professionals and schools

We believe... that every child and young person deserves the best possible education.

We believe... our team is forward-thinking, expertly trained and professional, using the latest research and techniques to teach and empower individuals.

We believe... that ABA/VB can make a real difference to the teaching and learning for people with autism and their families.

We believe... in a future where parents and carers don't have to fight so hard for the provision of quality services for their children with autism.

We are...
Person centred
Aspirational
Innovative
Creative
Clear, honest and open

Foreword from the CEO and Chair of Trustees

I was delighted to join BeyondAutism in September 2015 as the new, full time CEO and continue to work in close partnership with Karen Sorab, BeyondAutism's founder and voluntary CEO for the previous 15 years, in her role as Chair of Trustees. Together with the Board of Trustees, we have set BeyondAutism's 5 year strategy, driven by our goal to be the go-to service provider for outstanding ABA/VB provision, information, training and research, ensuring that we empower people and launch lives.



Tram House Appeal Launch at 10 Downing Street. From left to right: Prunella Scales OBE (Patron), Tracie Linehan (CEO), Samantha Cameron, Karen Sorab (Founder and Chair of Trustees) and Jane Moore (Patron)

September 2015 marked a very special milestone in the charity's history as BeyondAutism and Rainbow School celebrated their 15th anniversary with students, parents, staff and many longstanding supporters of the charity and school.

In the same month we were granted long awaited planning permission for our Garratt Lane site, Tram House, which we then purchased in December 2015. This fantastic new building will house our oldest pupils and is designed to further develop their independence skills in preparation for adulthood. Triodos Bank provided loan financing and we launched our capital appeal to raise £1.5 million at a reception hosted by Samantha Cameron at 10 Downing Street. Proceeds of this appeal will help to fund the redevelopment and by the end of August 2016, BeyondAutism had already raised £766,031 in donations and pledges. We broke ground in July 2016 and the project is scheduled to be completed in August 2017.

Rainbow School has had another positive year and the demand for places is high. We had an Ofsted inspection in June 2016 and were pleased to be judged as 'Good' with 'Outstanding' features.

In addition to running Rainbow School, we have developed a range of training packages designed to meet the needs of those who are new to the field of autism as well as advanced training courses and packages specifically designed for experienced professionals. The courses have been run with great success and over the next five years we will further extend the service the charity gives to children, young people and adults with autism by providing high quality autism specific outreach, consultancy and training services to professionals and parents.

A most exciting development this year has been our Post 19 provision for new and existing students, initially as a service provider to Lambeth College, in partnership with Yarrow. We are developing pathways for young people over the age of 19 to successfully step into adulthood and supported living options.

A huge thank you to everyone who has worked with us and supported us over the past year. 2017 promises to be another exciting year of development, meeting new people and forging stronger partnerships - all leading to outstanding outcomes for the children and young people that we serve.

Our 5 year strategy and 2021 ambitions

Our 5 year strategy is driven by our aspirational goal to be the go-to service provider for outstanding ABA/VB provision, information, training and research.

Over the course of the next 5 years we seek to develop outstanding service provision that listens and responds to the needs of people with autism and their families. We will be considering our Early Years offer and Post-19 services, whilst continuing to develop and increase the reach of our Outreach and Training services.

OUR 2021 AMBITIONS:

Our services:

Are at the leading edge of ABA/VB provision

Target: Outstanding service provision from 0-25

Our fundraising:

Has a platform of support to build donations, voluntary raised income and dedicated time

Target: Raise £1m+ annually in voluntary income and in-kind support

Our people:

Are valued, recognised and inspired to be their best

Target: 95% of all staff report that they are inspired, valued and recognised

Our communication:

Our brand and profile make us the “go-to” organisation for expertise and services

Target: Our brand and profile is established. All stakeholders are effectively engaged

Our property:

Is state of the art and sees us in the right place, at the right time.

Target: The school building capacity is appropriate for our Pupil Admission Number (PAN). We have appropriate co-located Post-19 provision.

Our finances:

Are viable and sustainable, giving the capacity to grow and extend reach

Target: Annual turnover of £10m with 6 months operational costs in free reserves

At the end of each year we will produce an annual review to outline the progress we have made towards these targets, and the impact our actions have had for people with autism.

Our services: Rainbow School

Rainbow School is a non-profit making Independent Special School that uses Applied Behaviour Analysis (ABA) and Verbal Behaviour (VB) to educate children and young people aged 4 to 19 years with autism and related communication disorders. Founded in 2000 by parents of children with autism, it currently delivers transformative education to 68 students from 16 Local Authorities across South and Central London.

The school is located across two sites in Wandsworth, South West London. The Lower School is home to pupils in Early Years through to Year 8, and the Upper School to Years 9-14. Each is led and managed by a Head of School, supported by a multi-disciplinary senior team.

All pupils have an Education, Health and Care Plan (EHCP), or are in the process of transferring from a Statement of SEN. Each pupil works 1:1 with an ABA trained Tutor, supported by a wider team of ABA Supervisors, Teachers and Therapists, and follows an individually tailored curriculum based on their individual needs, aspirations and desired long term outcomes.



Stubbers school residential trip 2016



School production of 'Joseph' 2015

2015-2016 highlights

- Operating at full capacity with 68 pupils and enquiries for places remained high, ending the year with a list of 43 families seeking a school place.
- Pupils made good progress across all areas of the curriculum, most notably in communication skills and independent living skills.
- An increased number of pupils achieving qualifications.
- A week long whole school residential trip to Stubbers Adventure Centre in July.
- Pupils enjoyed accessing ski trips to the Snowbility Centre, generously funded by a grant from the Thompson Family Charitable Trust.
- The school production of the musical, Joseph, was held at Thomas's School Clapham at the end of 2015. It was a great hit and we are hugely appreciative of the support from Thomas's with their technical wizards and fantastic facilities.



Our services: Rainbow School

Ofsted outcome

We had an Ofsted inspection in June 2016 and were pleased to be judged as 'Good' with 'Outstanding' features for personal development, behaviour and welfare.

“Outstandingly warm and respectful relationships between pupils and staff form the basis on which the pupils make good academic progress.”
Ofsted 2016

“The behaviour of pupils is outstanding.”
Ofsted 2016

“The majority of students at Rainbow School are ‘finding their voice for the first time’. Through ‘Pupil voice’, leaders have worked effectively to ensure that all students have the opportunity to discuss their feelings, emotions and learning with each other and adults. As a result, students develop very positive attitudes to learning.”
Ofsted 2016

Increase of Pupil Admission Number (PAN)

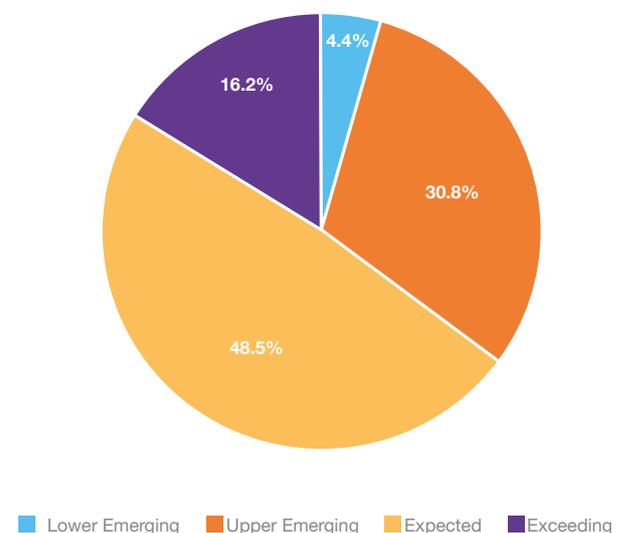
During June 2016, the school took part in a material change inspection, with the intention to raise its PAN from 68 to 76 pupils across the Lower and Upper School. Rainbow School met the criteria and is now able to offer placements for 76 pupils from Early Years through to Year 14. All available placements have been offered to potential new students, and the school is expected to reach its newly increased capacity during the Spring Term 2017.

Pupil Progress Data

For the academic year 2015-2016, all pupils made progress, with the majority making expected or exceeding.

“The school’s information shows that pupils make good progress across a range of subjects, including literacy, numeracy, science, art, information and communication technology, music and personal, social health and economic education.”
Ofsted 2016

Whole School Data - Percentage of Pupil Progress 2015 - 2016



Our services: Rainbow School

“Achieving and fulfilling our son’s potential when others had given up on him.”
Parent, 2016



Destinations and Qualifications

In 2015-16 two pupils left the Upper School and both moved onto further education – one to begin a Post16 placement and the other a placement at the newly formed BeyondAutism Post-19 provision.

15 pupils were entered for qualifications, with **100%** of pupils entered achieving a pass.

14 pupils achieved the ASDAN Entry 1 Diploma in Personal Progress

1 pupil achieved the ASDAN Entry 1 Cert. in Personal and Social Development

This was an increase from the previous academic year, when 6 pupils achieved an Entry 1 qualification.

Rainbow School is in the process of expanding its offer of formal qualifications and certification. During the academic year 2016 – 2017, the range of qualifications and accreditation will increase from two to six:

- Work Right – Key Stage 5
- Personal and Social Development (Entry 1) – Key Stage 4 and 5
- Transition Challenge Introduction and Progression – Key Stage 4 and 5
- Transition Challenge Sensory – Key Stage 4 and 5
- Personal Progress (Entry 1) – Key Stage 3 and 4
- New Horizons – Key Stage 3



Our services: Rainbow School

Sixth Form work experience: Adam

We are committed to ensuring that people with autism have access to outstanding education and training, leading towards an adult life full of choice and in their control. Over the course of 2015/16 the Senior Leadership Team at Rainbow School worked hard to develop a Sixth Form curriculum which does just this.

We are very proud of the work experience we have established through partnerships with organisations in the local community that have shared values and aspirations for young people with autism. Placements like the one Adam accessed at Platform 1 café – a local café in Clapham Junction. During this placement Adam increased his food preparation skills, learnt to follow directions from new people and to work in a new and unfamiliar environment.

As a result of this we were then able to organise a work experience with Platform 1's sister café, which was close to Adam's house. This was organised to enable Adam to go straight from home to work and then back home again, and was a fantastic opportunity for Adam to further develop his independence skills, beginning the transition away from the school environment. The café have subsequently arranged a food safety and hygiene course for Adam to attend.

It is a wonderful example of how a positive work experience can ensure our students gain skills needed for the work place and increase their independence in the community.



What words would you use to describe the experience of your child and family with BeyondAutism? ¹



¹ Source: Sample from comments provided by the 21 participants of a Parent survey conducted in November 2016.

Our services: Outreach and Training

During 2015/16 we began developing our Outreach and Training offer, which utilises the knowledge and expertise of our highly skilled staff to deliver life changing outcomes for children and young people with autism.

Initially this began by responding to requests from parents and professionals to address programmes for individual children where they are specifically accessing ABA.

We worked closely with:

2 State SEN schools

With services ranging from:

- Consultancy
- Whole school staff INSET training on 'Introduction to ABA/VB' and 'Problem Behaviour'
- Class-based staff training
- Developing pupil programmes
- BCBA² /BCaBA³ supervision

One-off home programme

- Providing a VB-MAPP assessment for a 2 year old
- Weekly supervision and training for parents and nanny
- Observation and support for staff at nursery school in managing problem behaviour



We now offer a selection of training and consultancy solutions aimed at developing positive practice in the classroom underpinned by ABA. Our participants say:

Feedback from a whole school staff INSET training day:

'Introduction to ABA/VB and Problem Behaviour'

Castlebar School, February 2016

Which parts of the training will be most useful to you?

'How the principles of ABA/VB can be applied practically to make environments work for all children'

Assistant Head

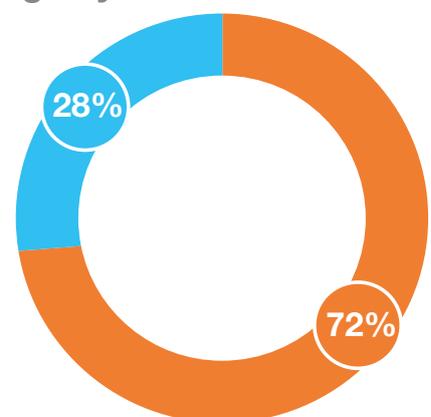
How will this training influence and benefit your practise?

'Increasing self-motivation of pupils to complete work by maximising the best set of conditions for them as individuals'

Teacher

'It will make me consider my role in a child's problem behaviour and how I can make a positive change'

Teaching Assistant



■ Excellent ■ Good ■ Satisfactory ■ Poor

72% of feedback forms received rated the quality of the course content as excellent

Our services: Outreach and Training

Case study – Manor School

Outreach services provided:

- Termly visits from the Head of Outreach
- Professional ‘interim’ BCaBA supervision
- Training visits for their VB Lead, Tutors and Assistants to Rainbow School.

“My aim for outreach was to help myself and school staff build upon our knowledge through access to training from a range of professionals at all levels and to build links within the ABA/VB schools community.”

“All members of the outreach team have been professional, highly knowledgeable, flexible and motivating to our staff. Rainbow School staff have been welcoming, happy for us to observe and keen to share their practice with our staff. We have felt highly supported by the outreach team... and this has had a really positive impact on our progress with setting up our VB classes this year.”

“BeyondAutism’s consultancy has supported our staff to build a successful and functional classroom routine. This allows for the maximum amount of teaching time to be delivered to our pupils and for the team to develop a fantastic learning environment for our pupils.

They have also worked with one of our 1:1 students improving the way we approach his teaching

and helping the staff move forward making improvements in his learning and behaviour.

The whole outreach experience, including visits from the Head of Outreach, professional supervision and visits to meet your supervisors, group leads and tutors has been motivating to our whole team, empowering us to continue giving our children 110%.”

“Amy and Tracy’s input has helped me to develop my professional practice further. It has been so beneficial for me to have contact with practicing Behaviour Analysts in the field to discuss my ideas and problems, and they have helped me come to practical solutions. I have also gained ideas in terms of developing our provision, supporting the staff team and approaching interventions in the most effective way going forward.”

Lead Behaviour Practitioner, Manor School

Our fundraising

The generous support we receive each year from corporate partners, trusts, and community and individual supporters all helps our work to have a greater impact on the lives of people with autism and their families.



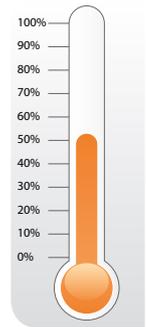
Royal Parks Half Marathon October 2015

This support takes many forms – including grants and donations, volunteering, in-kind services, partnerships and challenge event fundraisers. We are very grateful to everyone who has supported BeyondAutism over the course of 2015/16 and we look forward to continuing and building on this support in the years to come.

Total **£811,304 raised** up from **£277,269** in 2014/15



50% of Tram House Fundraising Appeal achieved (£766,031 in donations and pledges)

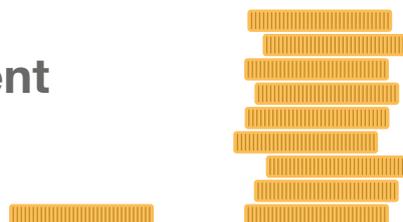


New capital & equipment funded by donations included:

- Soft Play & Sensory Suite
- Additional resources for Early Years provision
- Outdoor play gym
- Playground equipment across both sites
- Musical instruments and equipment (drums, percussion, Rainbowmaker etc.)
- Mobile IT equipment: iPads, iPods, an iMac and headphones for Yr 10, 11 and 6th Form



For every **£1** we spent on fundraising,



we raised **£9.18!**

Our fundraising

54 fundraising event volunteers



Over **£100,000** in donations and in-kind support raised from corporate partners



MANHEIM

M&S
EST. 1884



White Stuff[®]

octopus giving

SUPERHERO

we are Sainsbury's

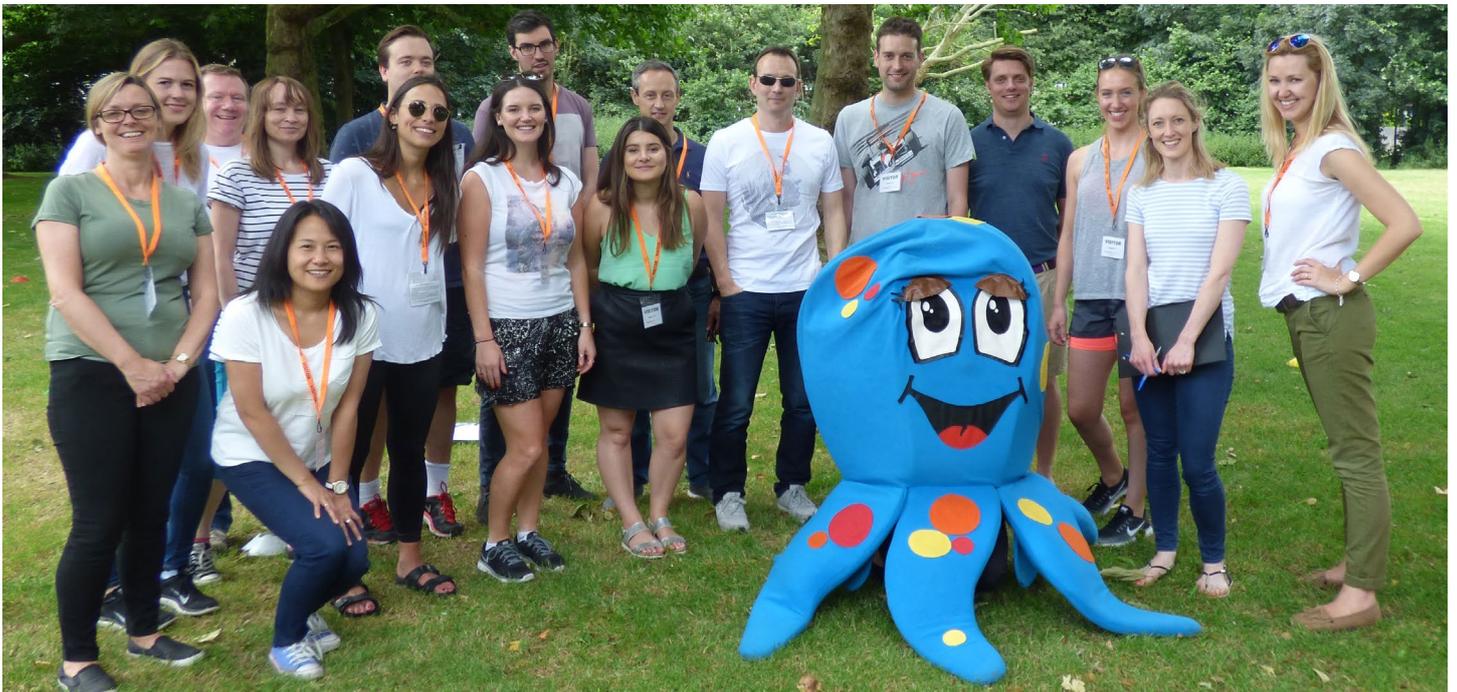
32 participants in challenge events, raising a total of £10,688



366 event participants



7 supporters giving monthly or annual donations, raising a total of £4009 in 2015/16



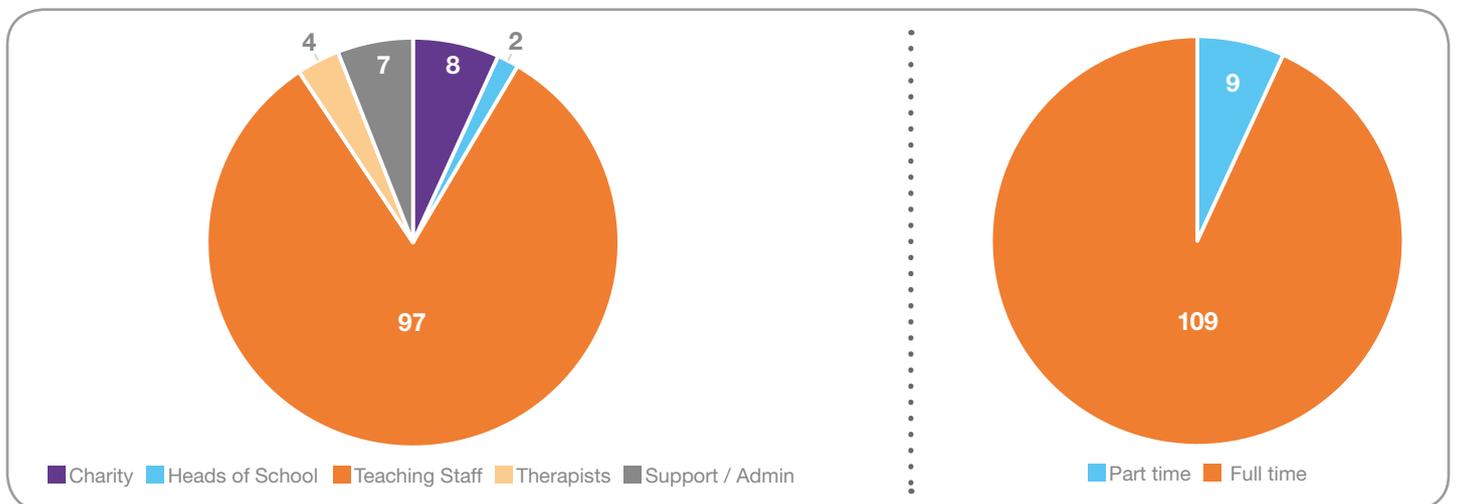
Volunteers from Octopus Investments helping at sports day 2016

Our people

We are committed to staff wellbeing and development and continually strive for BeyondAutism to be a learning organisation, with positive attitudes and outcomes for our staff that directly benefit people with autism.



In 2015/16 we employed 118 staff on roll⁴.



- We had 1 Newly Qualified Teacher and 1 member of staff training for Qualified Teacher Status.
- All 8 ABA Supervisors have achieved or are studying towards their BCaBA/BCBA qualifications.
- 6 people successfully completed MSc degrees in 2015/16.
- BeyondAutism is funding 4 members of staff towards their MSc in 2016/17.

“There are many things that I love about my role, mainly, making a difference in someone’s life and being able to understand my pupil’s mood by the simplest reactions. Working with the children in our school can be hard and challenging, but it is completely worth it. Everything we do is for them, and that is what matters. I am very fortunate to have the opportunity to work in a field I love.”

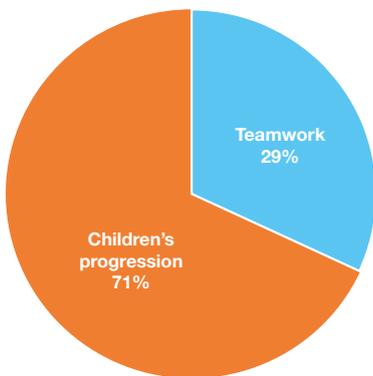
Carla, ABA Tutor at Rainbow School

⁴Taken from June 2016 payroll

Our people

Annual staff wellbeing survey July 2016

What have you enjoyed most about your job?



Highlights from the responses received:⁵

- All 'strongly agree' or 'agree' that they identify with the objectives and purpose of BeyondAutism
- All enjoy and are motivated by the work they do at BeyondAutism
- All feel the work is challenging, stimulating and rewarding
- All said they have good working relationships in their team
- All reported that leaders focus on the improvement of teaching and learning

What are BeyondAutism's greatest strengths?

The supervisors I've worked with have been amazing, I love my job, I love working with our children, the training I've received has been great

1:1 staff to student support

The ABA programme and training in ABA

Motivated, hardworking staff

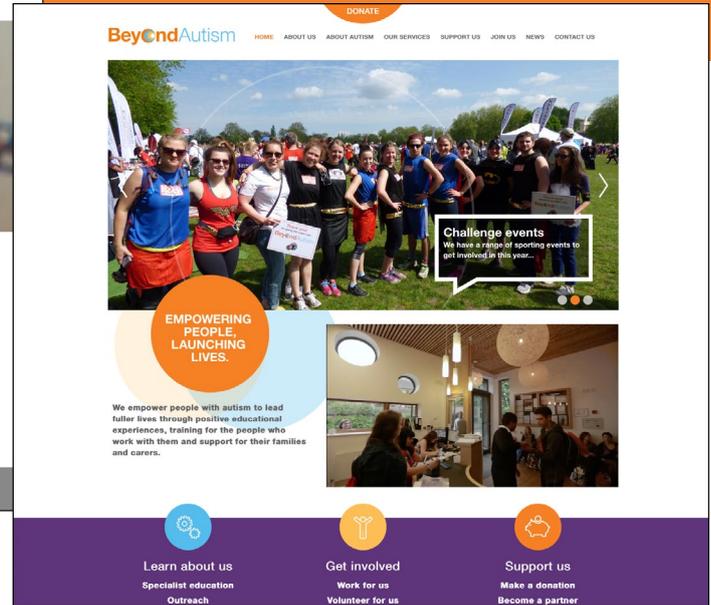
Team work. The desire to help children and young people

Growth as an organisation, fundraising

Great structure of career progression

⁵ 52 out of 120 staff members took part in the survey

Our communication



Highlights

- 2 websites developed
Rainbow School site launched December 2015
Re-developed BeyondAutism site launched April 2016
- 1 film commissioned about the work of BeyondAutism and Rainbow School
- 4 case studies developed
- Exhibited and spoke at The Autism Show and the Wandsworth Autism Fayre

Our property

In September 2015 we were granted planning permission for our Garratt Lane site, Tram House, which we then purchased in December 2015. Triodos Bank provided loan financing and in December 2015 we launched our capital appeal to raise £1.5m. Proceeds of this appeal will help to fund the redevelopment. The pupils based at our Tram

House site have been temporarily re-located to Floreat School, also on Garratt Lane, whilst the re-development work is carried out. The construction company, WW Martin, broke ground in July 2016 and the project is scheduled to be completed in August 2017. The fantastic new building will be home to students in Years 9-14.



Demolition work and basement excavation at the Tram House site 2016

Our finances

This financial summary is an abstract of information contained in BeyondAutism's Trustees' Report and Financial Statements for the year ended 31 August 2016 which were approved and signed by the Board of Trustees on 23rd February 2017.

The summary does not contain sufficient detail to allow a complete understanding of the figures and state of affairs of BeyondAutism. The Trustees' Report and Financial Statement should be consulted for further information. It can be reviewed or downloaded from our website www.beyondautism.org.uk.

Results for the year ended 31 August 2016 show total income of £4,984,553 (2015 £3,828,247) and an overall net income amount of £1,009,061 (2015 £337,946). Net operating income from charitable activities was again positive and this has been achieved primarily as a result of an increased number of pupils and an effective management of overheads over the course of the year.

Voluntary income (fundraising and donations) was £811,304 (2015 £277,269) of which £514,563 (2015 £153,535) was restricted primarily to the redevelopment of Tram House.

Net assets of the charity have risen from £810,128 to £1,819,189 as at 31 August 2016 as a result of the income generating performance from the school and various funding raising and other charitable activities.

Reserves totalled £1,819,189 at the year end. Of these, unrestricted reserves amount to £829,697 and restricted reserves £989,492. BeyondAutism now has a much improved surplus on the balance of unrestricted reserves and this represents a significant step towards the current strategic aim of the Board of Trustees to carry unrestricted reserves of £900,000 in the balance sheet, representing approximately 3 months of operating expenses, on a projected basis. Reserve levels are reviewed annually and the Board of Trustees agrees that reserves should be built up to the desired level in stages consistent with the charity's overall financial position and business plan. This trend is expected to be maintained with a view to increasing the level of free reserves until the target, revised as appropriate, is achieved, at which point the aim is to designate funds to various projects.

Statement of financial activities (incorporating income and expenditure account) for the year ended 31 August 2016

	Restricted funds 2016 £	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
INCOME FROM:				
Donations and grants	514,563	296,741	811,304	277,269
Charitable activities	-	4,173,249	4,173,249	3,550,978
TOTAL INCOME	514,563	4,469,990	4,984,553	3,828,247
EXPENDITURE ON:				
Charitable activities:				
Charitable activities	18,921	3,939,890	3,958,811	3,472,814
Governance	-	16,681	16,681	17,487
TOTAL EXPENDITURE	18,921	3,956,571	3,975,492	3,490,301
NET INCOME BEFORE TRANSFERS:	495,642	513,419	1,009,061	337,946
Transfers between funds	(27,411)	27,411	-	-
NET INCOME	468,231	540,830	1,009,061	337,946
RECONCILIATION OF FUNDS:				
Total funds brought forward	521,261	288,867	810,128	472,182
TOTAL FUNDS CARRIED FORWARD	989,492	829,697	1,819,189	810,128

We value your feedback

You can get in touch in the following ways:

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