AUTUS

THE HAO2.EU FOUNDATION



ANNUAL REVIEW

AUTUS *2019*

'I love the way of connecting job-related skills into a building and social environment. '

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What is Autus?

Autus is a small charity creating exciting opportunities for growth, learning and work for young people with Autistic Spectrum Conditions. Using our innovative and engaging virtual environment we offer a range of programmes and activities to help build confidence and develop social communication, digital and employability skills.

CHAIR'S STATEMENT



ELEANOR FISK

It's a great pleasure to reflect on another fantastic year of performance by both our team and service users. Autus continues to achieve remarkable outcomes with very limited funding and I continue to impressed by the achievements of the organisation. The calendar year 2018/19 started with Autus being recognised as winners of the London Youth Award for Employability and the financial year was filled with examples of why the team deserved such an accolade. Autus prides itself on its ability to innovate, not only with technology but also in the ways that we deliver service to autistic young people. This year we started a number of interesting and engaging projects including City Leaders and Connect4Democracy to provide our service users with opportunities to build their skills. Our Social Job Club thrived, and more people are building skills and confidence with its help.

This annual review takes you through key points of the year's performance from the team's perspective and like the Board of Trustees, I hope this provides a better insight into Autus's great work. Thanks to the Autus team for their hard work and commitment and thanks to the leadership team Donna Thompson and Dawn Duffin for their passion and dedication. I would like to congratulate the team for achieving the London Youth Quality Mark and receiving such complimentary comments about your work.
We are grateful to our volunteers, without whom many projects would not run and to our service users along with their parents and carers who trust us with their skills development and pathway to progression.

On behalf of the Board of Trustees I'd like to say 'thank you' to our funders and donors for their support- I hope this review is tangible evidence of great work your funds have helped to support.

In the current funding climate Autus needs more funding to continue achieving positive skills and job outcomes for autistic people. We are particularly in need of core funding to cover the running costs of the organisation without which the organisation struggles.

STAFF 2019

PROJECTS & HIGHLIGHTS

James Bradshaw

MENTOR

For me, the most significant project that I have worked on was PRISM, a project intended to help participants interested in running their own businesses . My role there was primarily assisting individual learners. PRISM also included guest speakers who had some surprisingly challenging ideas!
I also assisted with the Sandbox project, which aimed to create an video game about the experiences of an individual with Autism. While my role was mostly advisory it was nice to see what everyone came up with as a team.

The other major project for me has been Connect4D, which involves creating resources that Autus can use to educate learners about Local Democracy. My role in Connect4D has involved much more research, admin and materials preparation. We've had some very interesting conversations about democracy and found out about the successes and failures of the local democratic process.
A personal success of mine and perhaps the highlight of the year for me is 3D modelling. We have always done a lot of 3D work in Autus's virtual world but this year we attempted to recreate landmarks for several London areas which
has been great fun and really challenging. I even hit the limits of Opensim's 3D tools and learnt to use Blender. I'm still very new to it, but being able to use this tool will develop my skills for the future!
As for learners that have inspired me, I would have to come back to the participants in the PRISM programme. Everyone came away with developed ideas about what they want to achieve in the future.





Dawn Duffin

HEAD OF LEARNING & DEVELOPMENT

I have some involvement in all current projects as my role involves new project set up and reporting. When a new project is approved the CEO invites me to take the brief and then, it is my responsibility to select a Team Leader and discuss with them the nature of the project so that they can move forward with it. I also initiate the marketing and recruitment of participants for the projects , discuss a plan for this with the CEO and then hand over to the Officer or Mentor who will execute the task.

On occasion, I will speak on the phone or via Skype with interested participants for both them and Autus, to verify that a particular project will be a relevant step on their journey towards employment. As the projects progress, I will monitor activities and liaise with funders where appropriate.

In December the Social Job Club organised a Christmas Party where they created gifts in the virtual world and over 20 staff and learners came for an in-world social event. It was fabulous to see people interacting and chatting in groups in a way they may not have been able to do easily when they first joined Autus.

I am always inspired by the commitment of the learners and their enthusiasm to work towards their goals.

The best thing about my role is the energy and creativity of the people who run and support the projects. Some of them are on their own journey and they inspire our participants to keep moving outside their comfort zones so that in time they will be truly work ready and gain jobs. The pleasure of hearing that yet another learner has gained temporary, permanent, full time or part-time work will never diminish.

Kitty Mulvihill

SESSION LEADER

Looking back over my last year here at Autus is exciting. I am happy to share all of my projects and inspirations. First, I have been a session leader with Autus since 2017.I have run several programmes with Autus over the last year, One of them is a continuous programme offered in the style of a club, and the others have been programmes with specific objectives and outcomes. The continuous programme that I run is called Social Job Club which meets weekly on Thursdays. We have about 8 regular attendees with about 5 or 6 more that attend as they can. We welcome new learners to attend and this gives them an opportunity to meet other learners and to get comfortable with using their avatar in a no pressure environment. Our club works on projects together which gives us teamwork experience. We discuss scenarios for how teams work, and we practice trouble-shooting problems together. We reinforce our progress with working with others. We also give time to each learner to work on individual contributions to our projects. This gives each learner a chance to explore and advance their 3D build skills at their own pace, and the chance to ask for help and feedback on an individual basis.

Over the past year we have worked on several projects, we did a commission work project with another session leader, Gina. Gina asked our team to create a strolling garden on the sim of Prism in the style of Monet. Each team member contributed a personal build to the project and gave a quote for our stepping stone inspirations.

Another project we've focused time on was the creation of the Shine Art Galleries , 'Idiom Chaos Sculpture" Each learner built a 3D object to represent a common idiom. For example, Couch potato was a 3d sculpture of a potato with a face, arms and legs, sitting on a sofa. The sculpture contains 18 individual sculptures and is suspended from the centre of the entrance at Shine Gallery. It can be viewed from the gallery floor or first floor balcony. Notecards are available explaining each interpretation of an idiom.

Another project we worked on was a field trip to the sim of 3DTV. There we began to create a cooking video using a personal recipe of mine for spaghetti sauce. Each learner dressed as a chef, and created 3D objects to support the recipe ingredients. The chefs stood in the kitchen and went through the motions of creating the recipe and explaining the recipe on voice, and we created a how-to video with our final products

Another project we worked on in Social Job Club this year, is the addition of a gift shop and coffee shop for the Autus virtual art Gallery - Shine Gallery. Learners created gifts for the gift shop, and food and drink items for the cafe, as well as furniture, decor, and real art for the walls. Currently, the Social Job Club team is working to create a theme park as a team project. Each learner will advance their 3D building skills while practicing working on a team and collaborating with others. We are also working on a project to create a list of Temporary, Part-time, or Seasonal jobs that might be found at a theme park or might be had during the summer months. I have asked the learners to open their eyes to their environments and share what they see with the group for our ever growing list.

Other projects I've worked on during the course of the last year are; Click -Start, which had a focus on employability, 3DTV which was a 3D building programme that focused on team skills and Careertech- with a focus on employability skills. For this programme, learners researched career paths with a goal of discovering interests. . All of these programmes include workshop seminars on presenting your best self and

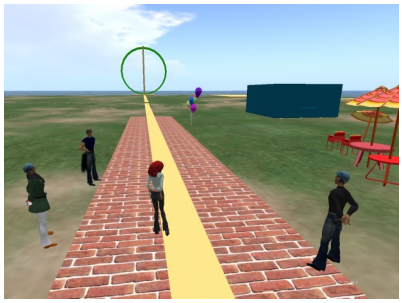


Jo Ivers

EMPLOYER ENGAGEMENT MANAGER

During the last year, I have worked with approximately 21 learners to support them in their employability journey. Of these, 6 were able to secure work which was paid, voluntary or internship.





Over the past year I have been involved in many of the projects run at Autus including: Excel, Connect 4D and ClickStart. A success of mine on one of the projects was the clothing and NPC creation on the Shine Gallery island . Also ,the creation of the various models needed for the Connect4D set-up as in doing so, I challenged my creativity and building skills.

I was impressed by the learners' building work done for ClickStart, especially some of the furniture items made with fairly low prim counts but still looked excellent. I also found parts of the café build at Shine Gallery impressive.

We worked on:

- Creating and updating their CVs
- Identifying appropriate job vacancies
- Preparing for interviews
  - Sharing tips, advice and information
  - Mock interviews
- On the job coaching and support

It was exciting to meet with learners in my virtual office space to discuss their employability goals and how we could work together to achieve them.

One of the year's highlights was being part of the Prism ,Pitch to Business Panel, and seeing business proposals from learners. The panel even included industry experts from Nat West Bank, IBM, Croydon Council and Hao2.eu. . It was great to be able to support this event behind the scenes and give feedback to the presenters .



One of the best things this year for me was assisting with and presenting at many locations around the London boroughs. A notable example being at Elephant and Castle where the other

presenters also had interesting topics and projects to talk about. Recently, I had to deal with teaching some learners how to use the virtual world for the first time and to troubleshoot log-in issues, I did this while in the office on my own, so that was quite a challenging but informative day.

We were also able to celebrate 3 more winners of the Jack Petchey Achievement Award. This gave us a chance to report on the improvements and achievements of our learners during the passed year.

This year, I have been inspired by Peter Reid who secured an internship with Deutsche Bank. He was also able to overcome his nerves and confidently speak about his autism at an Autism and Employment Event in London. Upon leaving Deutsche Bank, he has tried to find a permanent job role in IT and Finance. He has shown resilience and enthusiasm in this pursuit and continues to rise to the challenges that his circumstances bring with positivity and a smile.

In the upcoming year, the aim of the employability team will be to continue to build relationships and networks with employers so that more of the learners can apply what they have learnt in a working environment.

Adam Dixon

INTERN

Something I have learned from this role is general business skills, for example: learning how to use and manage Google Drive, its related calendar, creating invoices and putting this knowledge into practice for the first time. I have also been given more responsibility in the virtual world. On the ClickStart project I was tasked with saving the chat log after every session and uploading it to the Google Drive, alongside screenshots from the session. I have gained more leadership skills as I have lead a couple of sessions of SJC.

QUOTES

'I found the whole virtual world thing fascinating. It was good to experience a new way of learning. '

'The calm and friendly atmosphere generated by the mentor and other members of the group. Really taking the pressure out of the sessions. '

I liked how interactive the course was, the use of the virtual environment and AIM Grid to demonstrate ideas and create business presentations, and how elements form our ideas could be represented and created in-world, such as my own demonstration art gallery building with examples of abstract and modern art. '

'I liked the ease of manipulating objects, and how they explained business ideas step-by-step and didn't rush through them, and explained them in clear and manageable chunks'

'I mainly liked discussions because they were accessible and sometimes rather interesting. '

FINANCE REPORT

AUTUS CIO
Charitable
Incorporated
Organisation

STATEMENT OF FINANCIAL ACTIVITES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
YEAR ENDED 31 MARCH 2019—draft

	Notes	Funds	Funds	Funds	Total Funds	Funds
INCOMING RESOURCES						
funds:				-	-	-
Donations and Legacies		16046	25872	-	41918	
Grants		-	38185	-	38185	141269
Other trading activities		-	-	-	-	-
		-	-	-	-	-
TOTAL INCOMING RESOURCES		16046	64057	-	80103	141269
RESOURCES EXPENDED						
Expenditure on:						
Raising Funds			-	-	-	-
Charitable Activities		16046	62651	-	78697	114277
Separate Material Item of Expense		-		-	0	-
Other			25872	-	25872	
TOTAL RESOURCES EXPENDED		16046	88523	-	104569	114277
					0	
Net income/(expenditure) before investment gains/(losses)		0	-24466		-24466	26992
Net gains/(losses) on investments		-			0	
Net income/(expenditure)		0	-24466		-24466	26992
Extraordinary items					0	
Transfers between funds					0	
Other recognised gains/(losses):					0	
Gains and losses on revaluation of fixed assets for the charity's own use					0	
Other gains/(losses)					0	
Net movement in funds		0	-24466		-24466	26992
					0	
Reconciliation of funds:					0	
Total funds brought forward			30637		30637	3645
Total funds carried forward		**0**	**6171**		**6171**	**30637**

FINANCE REPORT

AUTUS CIO
Charitable
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BALANCE SHEET AS AT 31 MARCH 2019

		Unrestricted funds	Restricted income funds	Endowment funds	Total this year	Total last year
		£	£	£	£	£
Fixed assets		F01	F02	F03	F04	F05
Intangible assets	(Note 15)	1,000	-	-	1,000	-
Tangible assets	(Note 14)	1,372	-	-	1,372	1,524
Heritage assets	(Note 16)	-	-	-	-	-
Investments	(Note 17)	-	-	-	-	-
Total fixed assets		2,372	-	-	2,372	1,524
Current assets						
Stocks	(Note 18)	-	-	-	-	-
Debtors	(Note 19)	-	-	-	-	-
Investments	(Note 17.4)	-	-	-	-	-
Cash at bank and in hand	(Note 24)	5,289	-	-	5,289	29,491
Total current assets		5,289	-	-	5,289	29,491
Creditors: amounts falling due within one year	(Note 20)	1,490	-	-	1,490	378
Net current assets/(liabilities)		3,799	-	-	3,799	29,113
Total assets less current liabilities		**6,171**	-	-	**6,171**	**30,637**
Creditors: amounts falling due after one year	(Note 20)	-	-	-	-	-
Provisions for liabilities		-	-	-	-	-
Total net assets or liabilities		6,171	-	-	6,171	30,637
Funds of the Charity						
Endowment funds	(Note 27)	-			-	-
Restricted income funds	(Note 27)	- 24,465	-		- 24,465	26,992
Unrestricted funds				-	-	3,645
Revaluation reserve		30,636			30,636	
Total funds		**6,171**	-	-	**6,171**	**30,637**

FUNDERS & PROJECTS

LAMBETH COMMUNITY FUND

LONDON YOUTH

NATWEST SKILLS AND OPPORTUNITIES FUND

WIMBLEDON COMMUNITY FUND

SURREY COMMUNITY FOUNDATION

CITY BRIDGE TRUST

JACK PET-CHEY

VANQUIS BANK

GREATER LONDON AUTHORITY

JOHN LYON FOUNDATION

MASONIC CHARITABLE FOUNDATION

SPRINGBOARD

CLICKSTART

3D TV

KEYTECH

EXCEL

AUTECH

CONNECT 4D

CITY LEADERS

PRISM

ASPIRE

In addition to our funders, we would like to thank our local and referral partners for their

continued support throughout the year without whom Autus would be unable to have the far reaching impact it does.

Please follow us on our social media:

Facebook: AutusTheHao2euFoundation

Instagram: Autus_training

Twitter: Autus4Autism