



## Trustees' Annual Report for the period

	Period start date			Period end date			
From	1st	September	2024	To	31st	August	2025

### Section A Reference and administration details

Charity name St Albans and Harpenden Christian Education Project

Other names charity is known by Step

Registered charity number (if any) 1091290

7 Brick Knoll Park

St Albans

Herts

Postcode

AL1 5UG

#### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Philip Nicholas Ioannou	Secretary		
2	Richard Clarke	Treasurer		
3	Will Treasure	Chair		
4	Graham Clarke			
5	Hannah Goatly			
6				

#### Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

#### Name of chief executive or names of senior staff members (Optional information)

Director: Mr Christopher Birch-Evans

## Description of the charity's trusts

Type of governing document  
(eg. trust deed, constitution)

Trust Deed

How the charity is constituted  
(eg. trust, association, company)

Trust

Trustee selection methods  
(eg. appointed by, elected by)

Selected and appointed by existing trustees

## Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The induction of new trustees is arranged according to the familiarity they already have with Step and the role they are expected to play. To the extent that relevant ground had not already been covered in preliminary contacts, it would include briefings by the Chair of Trustees and the Director.

Training is undertaken as necessary to maintain the up to date knowledge and skills needed for the effective management of the charity.

Step's basic organisational structure remains fit for purpose and was unchanged, with the trustees exercising strategic oversight and the Director, assisted by the Associate Director, responsible for managing the charity on a day to day basis.

Step's wider network in the community included active connections with 47 local churches, of which 33 provided at least one volunteer to help deliver services to the schools.

The major risks identified by the trustees fall into two main areas: finance and safeguarding. Financial risk is managed at a number of levels; there are clear processes for approval of individual items of expenditure according to the sum involved and, more strategically, the Treasurer circulates regular reports to trustees and management giving a graphical, month by month summary of income and expenditure and, in particular, cash in hand.

Step's safeguarding obligations are fulfilled by the practical application of a suite of relevant policies and procedures, in particular the Safeguarding Policy. This is designed to ensure that all members of the Step team who have contact with young people are made clearly aware of their obligations and the appropriate responses in a range of contexts.



## Section C

## Objectives and activities

### Summary of the objects of the charity set out in its governing document

Step aims to promote the Christian faith, teach Christian truth and uphold Christian standards in secondary schools in the district of St Albans and Harpenden.

### Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

In the course of the year Step worked in 15 of the 17 secondary schools in the district, contributing to their life through both formal education - typically teaching individual lessons and running half and whole-day retreats and interactive seminars - and also less formal, non-teaching activities, typically clubs, courses and mentoring.

Step continued to teach topics ranging from insights into Christian belief and practice to contemporary lifestyle issues and moral, cultural and social questions. In light of the current mental health challenges facing young people, our work has developed to involve equipping them with tools, values and beliefs that promote emotional resilience and hope. This is woven into lessons and presentations but more explicitly delivered through informal education and support including one-to-one mentoring, encouraging student-led Christian Unions, leading courses on leadership, loss, anxiety and Christianity, and a wide range of other lunchtime activities.

In addition, Step engaged with 14 local primary schools, offering 105 'Step Up' sessions to year 6 students transitioning to secondary schools.

Step also continued its mental health work, giving away 1,073 iMatter journals to students seeking further ways to develop resilience and self-worth.

The charity continued to take an active part in external initiatives where these complemented the work in schools, for example the "Verso Care" programme. This not only benefited those in particular areas of need in the wider community but also provided valuable learning experiences for the students, in particular opportunities to put into practice the Christian values of awareness and concern for others.

The Trustees confirm that in planning and implementing, these activities had due regard to the public benefit guidance published by the Charity Commission.

### Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

The charity did not make grants to any other organisations or individuals.

The Charity invests in equipment not only to run the operation as efficiently as possible but also to facilitate lesson delivery, for example use of hand-held devices and laptops, as needs arise and as funds allow.

Step's body of 63 schools work volunteers have continued to play a critically important role in the delivery of the Charity's programme; 39 of these were involved in 10 or more activities. In addition, there are a further 8 volunteers who assist with administrative tasks.



## Section D

## Achievements and performance

### Summary of the main achievements of the charity during the year

Step's achievement during the year can be summed up as seeing steady demand in the scope and number of activities run in local schools. As an indicator of the scale of Step's operation, the total number of activities delivered for 2024/25 was 2,382. The biggest single category of activity was 1,156 lessons and workshops delivered alongside other activities as described in Section C above. Step has strategically sought to increase its delivery of courses, mentoring and lunchtime clubs, with a total of 977 sessions throughout the year.

We also ran a Leadership Conference for 16-18 year olds, which complimented our Leadership Foundations course. In addition, we coached a number of sixth formers from the Alban Learning Partnership (a sixth form consortium) to deliver a conference for their peers, which we hosted.

On an average term time week, Step engaged schools in 61 activities involving roughly 1,200 students usually in an hour long context.

As seen by Step and the schools concerned, the programme has seen young lives changed for the better and their education enriched.

## Section E

## Financial review

### Brief statement of the charity's policy on reserves

The key indicator used by the trustees to monitor the charity's financial health is the period of time over which essential expenditure could be maintained while drawing on the cash in hand – the "cash cover". The targeted status is cover of at least three months; if it were to be less than this, the situation would be progressively more closely monitored as cover drops. A search for cost savings and/or further sources of income would be correspondingly ramped up.

### Details of any funds materially in deficit

None.

### Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The principal sources of funding were:

- pledged funding from local churches and individuals sympathetic to the Charity's principles and objectives;
- one-off gifts from the same sources, generally designated for specific purposes or to meet particular needs made known by the charity; and
- grants from charitable foundations, which significantly increased this year.

Regular income from individuals and churches grew this year. The Charity normally undertakes at least one major fundraising event a year.

All expenditure was on the running costs of the Charity in pursuit of its objectives, with a majority on staff salaries.

Step holds surplus funds in savings accounts with institutions that are protected by the Financial Services Compensation Scheme.

## Section F Other optional information

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## Section G Declaration

The trustees declare that they have approved the trustees' report above.


Signed on behalf of the charity's trustees

Signature(s):

Full name(s):

Position:

Date:

	
Philip Nicholas Ioannou	
Trustee	

14 October 2025
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CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name  
**ST ALBANS AND HARPENDEN CHRISTIAN EDUCATION F**

No (if any)  
**1091290**

## Receipts and payments accounts

CC16a

For the period  
from

Period start date  
9/1/2024

To

Period end date  
8/31/2025

### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Bank interest	6,665	-	-	6,665	9,553
Designated income	-	18,658	-	18,658	6,705
Gift Aid tax received	14,481	-	-	14,481	11,174
Undesignated gift income	186,430	-	-	186,430	157,879
Furlough grant received	-	-	-	-	-
Covid statutory sick pay	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b> (Gross income for AR)	207,576	18,658	-	226,234	185,311
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	207,576	18,658	-	226,234	185,311
<b>A3 Payments</b>					
Salaries and NI	218,251	14,245	-	232,496	213,353
Rent	8,100	-	-	8,100	7,200
Insurance	1,420	-	-	1,420	1,104
Team development and training	3,550	526	-	4,076	5,207
Office expenses	5,897	-	-	5,897	6,535
Work at schools	11,403	334	-	11,737	14,198
Communication	3,622	-	-	3,622	2,799
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	252,243	15,105	-	267,348	250,396
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	252,243	15,105	-	267,348	250,396
<b>Net of receipts/(payments)</b>	44,667	3,553	-	41,114	65,085
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	186,640	4,121	-	190,761	255,846
<b>Cash funds this year end</b>	141,973	7,674	-	149,647	190,761

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Business Reserve Account	-	-	-
	Current Account	2,260	7,674	-
	Deposit Account	139,713	-	-
	<b>Total cash funds</b>	<b>141,973</b>	<b>7,674</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval





# Independent examiner's report on the accounts

## Section A

## Independent Examiner's Report

Report to the trustees/  
members of

Charity Name

The St Albans and Harpenden Christian Education Project

On accounts for the year  
ended

31/08/2025

Charity no  
(if any)

1091290

Set out on pages

1

(remember to include the page numbers of additional sheets)

Respective  
responsibilities of  
trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent  
examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent  
examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Date:

11 September 2025

Name:

Ian Michael LaRivière

Relevant professional  
qualification(s) or body  
(if any):

BSc, BA, MSc, DMS.

Address:

141 Park Street Lane, Park Street, St Albans, Herts. AL2 2AX



Only complete if the examiner needs to highlight material problems.

Give here brief details of any items that the examiner wishes to disclose.