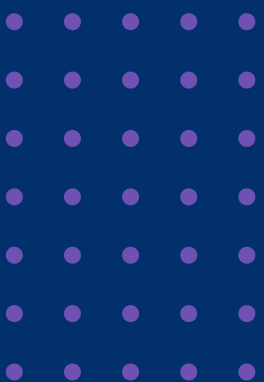
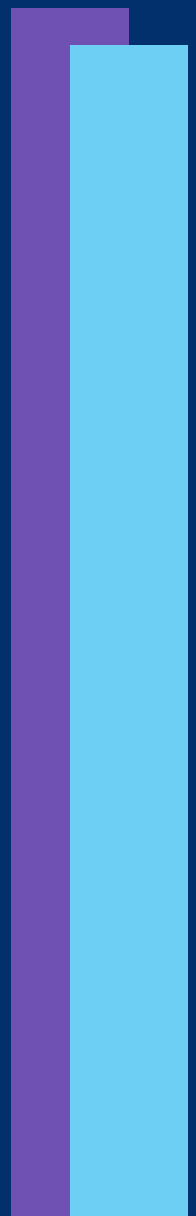


# STEMPOINT

## Annual Report and accounts

### 2024 - 2025



# Table of Contents

<b>Welcome</b>	<b>01</b>	<b>Donors, sponsors and volunteers</b>	<b>14</b>
<b>About STEMPOINT</b>		<b>Financial Overview</b>	
Charity Overview	03	Summary of income in 2024-2025	15
Our Impact	04	Summary of expenditure in 2024-2025	15
Our Objectives and Activities	05	Breakdown of Charitable Funds	16
Public Benefit	05	<b>Future plans</b>	<b>17</b>
<b>Governance</b>		<b>Financial Statements</b>	
Charitable Objects	06	Trustees Responsibilities Statement	19
Reserves Policy and Risk Management	06	Independent Examiners Report	20
Charity Reference and Administrative details	07	Statement of Financial Activities for year ending July 2025	21
Board of Trustees	07	Balance Sheet	22
<b>Year in Review</b>		Notes to the Financial Statements	23
Achievements and performance	08	Detailed Statement of Financial Activities	31
Monitoring performance and impact	13		



# Welcome



**Helen Spencer**  
Managing Director

The academic year saw exciting new initiatives taking shape across the East of England including the launch of STEMPOINT's very own 'Research STEM' placement scheme for Year 12 students. In addition, more than 1,000 young people benefited from a workshop which highlights opportunities in the Renewable Energy sector, thanks to funding that helped us deliver to schools along the East Coast where skills shortages remain an issue. We are already planning to expand this further over the next year.

*These workshops don't just educate children - they inspire them.*

Other activities such as our primary school workshops and Go Construct K'nex Challenge remain popular with teachers as they focus on hands-on problem solving and encouraging development of durable skills. We continue to promote diversity within STEM, by delivering sessions specifically targeting under-represented groups in the sector, such as Year 8 and 9 female students to get creative with Computer Science and Engineering. We also deliver activities to pupils in Special Educational Needs settings.

As ever, we are grateful to the organisations that collaborate with us to help us achieve our aims, whether that is funding our work, providing venues and hospitality for events or volunteering their time to support the children in the activities and raise awareness of the vast array of jobs in STEM.

Our team champions young people to explore and embrace STEM subjects and to envision themselves working in that field. Recognising the power of role models and seeing themselves in others, we believe it is essential that projects include volunteer interactions to bring STEM to life by them sharing their personal career journeys and highlights with students.

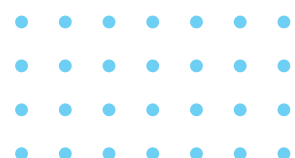
Future plans for the next year include initiatives that emphasise numeracy at all levels and we will be offering a new Workplace Skills workshop to secondary schools to highlight the importance of transferable skills for every STEM job role. You can read more about this on pages 17 and 18.

I am grateful to the Board of Trustees for providing ongoing guidance on strategy and oversight of our finances, which remain robust despite a dip in funds secured this year. As a small charity, we are able to work efficiently across many projects, concentrating our efforts on areas where we can make the most impact; this is greatly helped by the support of MBDA, who provide our offices in Stevenage, helping to keep our overheads low and ensuring that funding goes directly to delivery of our STEM activities. Our new fundraising manager is helping us diversify our funding and look to new ways to partner with organisations so we can continue to achieve our aims going forward.

We hope you enjoy reading about all the amazing things children in our region have been up to this year.



**Helen Spencer,**  
Managing Director





# Welcome



**David Storey**  
Chair

Over the last five years a key component of the Board's strategy has been to diversify the range of activities STEMPOINT provided for students to fulfil our mission and optimise the outcomes.

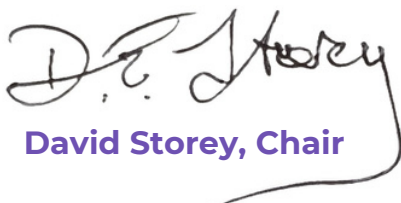
This year I am delighted to report that the STEMPOINT team has again increased the breadth and depth of STEM activities delivered to students in collaboration with industries throughout the East of England region, despite the continuing challenging financial environment for charities broadly.

This success is in no small part due to the decision implemented two year ago by the Board, in conjunction with the STEMPOINT team, to appoint an outstanding, experienced fundraiser.

The continued evolution of our strategy in alignment with STEM industry needs and the school curriculum, such as the recent announcement by the government on the planned addition of financial literacy, will help ensure students in our region are best equipped to achieve STEM roles they aspire to.

**“ Stated simply our mission is to connect education and STEM industries to inspire the future of STEM careers in young people.”**

In closing, I would like to express my gratitude to all our volunteers, donors and sponsors without whom we would not have been able to accomplish our mission to inspire the future of STEM in young people across the East of England. Through collaboration, we can ensure our future scientists, technologists, and engineers have the skills, expertise and confidence to keep driving innovation and change.

  
**David Storey, Chair**

**“ For me, the proudest achievement this year was the charity's development and launch of the new “Research STEM” placement scheme for 116 Year 12 students. This project gave students transformational opportunities which will continue to benefit them through the remainder of their educational journey into their careers.**

**The quality of their research project was remarkable and reading their feedback reminded me why I got involved with STEMPOINT in the first place. It was an incredible team effort, made possible through fundraising activities.”**

# Charity Overview

**STEMPOINT** is an educational charity that inspires children and young people to explore the incredible world of STEM - Science, Technology, Engineering and Maths.



## Our Aim

To inspire and cultivate a passion for Science, Technology, Engineering and Maths by enhancing young people's learning, providing hands-on experiences and sparking a deeper interest in these vital subject areas.

## Why is this needed?

We all use and rely on STEM every day - from the food we eat to the medicines we take and from our mobile phones to the internet we rely upon.

However, the STEM sector is facing a significant skills shortage even though it is the fastest growing sector in the UK and offers the next generation real future job prospects.

## How do we achieve this?



### Workshops

We deliver a programme of STEM-focused workshops for children and young people aged 4-18.

All workshops are designed to enrich and enhance their learning in the classroom and align with the National Curriculum and Gatsby Benchmarks.



### Challenges

We run a series of STEM challenges to support children's problem-solving, team-work, leadership and communication skills.

Developing these skills earlier in life significantly improves children's educational journey and raises their aspirations for future career choices.



### Placements

We offer bespoke two week Research STEM placements for 17 year olds which bring research to life and provides young people with the opportunity to work with, and learn from, an expert in a particular STEM field which is of interest to them.

# Our Impact

## 2024-2025

591 

Schools supported across the region

 116

students completed a Research STEM Placement

 8,769

children took part in a K'nex Challenge

 24

IET Faraday® Challenges delivered to 803 students

 147

Workshops run in Primary Schools

 13,300

students engaged in British Science Week 2025

 1,058

pupils participated in a Renewable Energy Workshop

 1433

STEM Ambassadors volunteered their time to support students

 14

Small grants awarded to schools to fund STEM initiatives

## Impact on pupils and students

“The children absolutely loved the workshop and what was particularly lovely for me was that some children who don't always find traditional styles of learning very easy excelled with the K'nex. They enjoyed hearing about Davinder's work in demolition and asked him some interesting questions.” *Year 5 teacher, Essex Primary School*

“The project has definitely helped me confirm what I want to do. The placement showed me how AI can be applied to real-world problems with machines, and that's the type of career I'd like - combining physical engineering with technology.” *McKayla, Year 12*



# Our Objectives and Activities

## Our Vision

**To champion STEM opportunities and unlock career potential for young people across the East of England and beyond.**

## Our Principal Activities

STEMPOINT's core mission is to deliver workshops, events and activities that spark curiosity and empower children and young people to discover the possibilities within the world of STEM – Science, Technology, Engineering and Maths.

The charity delivers an exciting programme of primary and secondary school workshops; teacher training events, networking opportunities and a wide range of complimentary STEM activities, including several competitions and challenges. Together, these initiatives are designed to inspire, build confidence and open pathways into the fast-evolving STEM sector. For detailed information about each project and the individuals they support, please refer to pages 8 to 12.

## Public Benefit

### What is the public need?

There is a high vacancy rate in STEM-related jobs as the sector is growing at a rate which outweighs the number of students taking STEM subjects for A-level and degree level. Two of the biggest barriers to young people going into the sector is that they don't perceive that they are the 'right fit' for STEM and many don't have the necessary skills.

### Who will benefit from our charitable activities?

Our work focuses on delivering its charitable activities to children and young people living or attending school in the East of England. Children are aged between 4 and 18. We also work with youth groups and home education groups to ensure our activities are truly accessible to all children and young people.

### How will they benefit?

All our activities include an element of Science, Technology, Engineering or Maths which enhances their learning and supports the national curriculum. By delivering hands on activities that teachers couldn't facilitate themselves, children are exposed to new subject areas which sparks an interest and increases awareness about STEM subjects and future job opportunities.



# Governance

## Charitable Objects

The Objects for which the Charity is established are:

- To advance the theoretical and practical education of young people in science, technology, engineering and mathematics, working with schools and businesses.
- To advance the public and in particular students' understanding of science, engineering, technology and related subjects and the role of education in this.
- The area of benefit shall be principally the East of England, but may extend further within the UK at the discretion of the Trustees.
- The Charity shall also advance such other charitable purposes, which are beneficial to the public and which are consistent with the Objects stated above as the Trustees shall in their absolute discretion determine.
- This Article 4 may be amended subject to obtaining the prior consent of the Charity Commission as required by section 64 of the Charities Act 1993 (as amended in 2006, and as amended from time to time).

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## Reserves Policy

The charity will keep a reserve of 6 months full running and operational costs, which may vary slightly each year. This is to ensure that there are always sufficient funds available to deliver our charitable activities for students already enrolled on them, without disruption.

This level has been set by the Trustees to accommodate:

- any unexpected, short-term drop in income
- the variations in income and expenditure for each of the different projects delivered
- the charity's responsibilities to its staff and contracts in the event of winding up

These funds are held separately and require authorisation from the Trustees before they can be drawn down on.

The policy will be reviewed by the trustees every 12 months, or in the event of a major change for the charity. The policy will be reviewed alongside the Risk Register to ensure it is appropriate and adequate.

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## Risk Management

The Board of Trustees are responsible for the management of the business risks of the charity. Risks are monitored regularly and reported on a Risk Register.



# Charity Reference and Administrative Details

**Charity Name:** STEMPOINT

**Registered Charity Number:** STEMPOINT is a registered charity in England and Wales, number 1094254 and is a registered company, number 04466571

**Charity's Principal address:** c/o MBDA, Six Hills Way Stevenage, SG1 2DA

**Website:** [www.stempoint.org.uk](http://www.stempoint.org.uk)

**Accountants:** George Hay Partnership LLP, Brigham House, High Street Biggleswade, SG18 0LD

**Independent Examiner:** George Hay Partnership LLP, Brigham House, High Street Biggleswade, SG18 0LD

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**Trustees:** (serving in the year and up to 31<sup>st</sup> July 2025)



David Storey  
Chairperson



Anthony  
Mckay



Jennifer  
Maskrey



Michael  
Bartholomeusz



Ian  
Hawkins



Benjamin  
Burningham



Edward  
Hutchings



Deborah  
Cole



David Roberts  
(Appointed 26/02/2025)



Stephanie  
Baxter



Georgia  
Mitrousia

# Strategic Review

## Achievements and performance




### Research STEM Project

Our Research STEM project was launched to offer Year 12 students a bespoke research opportunity through a two week placement under the one-to-one supervision of an expert in that field. Placements took place in July and August 2025.

Our charity is determined that all young people should have the same opportunities regardless of gender, age, background, whether a parent has been to university or their financial situation. To tackle this, our Research STEM Programme is specifically for students from low-income households or who will be the first in their family to attend University.

 **116**  
Research Projects

 **94%**  
of participants from  
low-income households

 **71%**  
of participants were  
female students

#### Research STEM project titles included:

- “ Recovery and Analysis of DNA from wash water after cleaning a bloodied knife”
- “ Understanding whether and how the use of smartphone apps can support mental and physical health outcomes”
- “ Artificial Intelligence Deployment to Improve Construction Productivity”

**Thank you to our generous donors The Connolly Foundation, The Amateurs Trust, The Gilchrist Educational Trust and The Steel Charitable Trust for supporting this new project and ensuring students from across the East of England could benefit from this transformational experience.**

### Participant feedback

“ Although the project itself was in AI and computer vision, the placement reinforced my passion for mathematics. I realised how central mathematical thinking is in AI research, and it confirmed that I want to study mathematics at university, go on to a PhD, and pursue research as a career.”

**McKayla, Luton Sixth Form College**

“ Cyber security isn't just an IT problem. It's a people problem. That is the biggest takeaway from my 2 week Research STEM placement at Kyndryl where we explored the impact of cyber security education in the workplace. A huge thank you to the team at Kyndryl, especially my supervisor Dominic, for making this such a valuable and eye opening experience.”

**Aadil, Norlington school**



## STEM Ambassador Delivery Partner

STEMPOINT is proud to be the STEM Ambassador Delivery Partner for the East of England as part of a national programme of volunteers managed by STEM Learning and funded by UKRI. The area includes Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk and we are delighted to have increased engagement this year across all counties.

**There are over 2,000 registered STEM Ambassadors in the East of England who volunteer to support activities which inspire children and young people in STEM topics, bring STEM subjects to life for them and help them to see themselves in a STEM role.**



“The session provided the children with many valuable learning opportunities and it was lovely for the children to meet Amy, to hear about her job, the path she took and about the different jobs available within the field of engineering.”

Class teacher, St Joseph's Catholic Primary School, Luton



## K'nex Challenge

Our annual Go Construct K'nex Challenge continues to be one of our most popular workshops, giving primary school pupils aged 8-11 an exciting introduction to engineering and technology.

Each challenge provides pupils the opportunity to work together to solve a problem without step-by-step instructions to follow, which encourages creativity and develops logical thinking, problem solving and project management skills. This year's brief was to design and build a moving fair ground ride out of K'nex.

**2025 year was our busiest yet, with 8,769 pupils from 169 different schools across 5 different counties participating in the challenge, thanks to the support of 85 volunteer STEM Ambassadors.**

“It was a super experience, which was great for resilience and gave children problem solving opportunities.”

M Smith, Oughton Head Primary School

**Thank you to CITB for their continued funding towards the K'nex Challenge. This funding enables more pupils to access this fantastic opportunity as the cost starts from £1.11 per pupil.**





## Primary workshops

The key to sparking a deeper interest and curiosity in STEM is to engage children as young as possible.

We deliver 21 different workshops to primary-aged children covering topics from coding to exploring materials and from D&T to maths.

**So many young children say they want to be an astronaut or an inventor when they grow up, but by the time they leave primary school most have changed their minds, we want to nurture this initial interest and encourage them that anything is possible!**

**“We really enjoyed the workshop, but the best bit was having the equipment, tents, periscopes etc which we just can't provide as a school.”**

STEM Lead, Prae Wood Primary School

## Renewable Energy Workshops

This is our fastest growing workshop and thanks to the generosity of corporate supporters we can continue to expand its reach.

The focus is to deliver along the Norfolk, Suffolk and Essex coastline to raise awareness about how renewable energy works and showcase the different job opportunities available within the sector.

This project's success comes from the volunteers and industry experts who support each workshop and inspire the youngsters.

**Thanks to Freeport East for their generous grant to deliver workshops to:**

 **1,058**  
pupils participated

 **16**  
schools involved



## STEMPOINT Grant Programme

We continue to support schools and youth groups through our Grants Programme and during 2024-2025 distributed 11 grants totalling £2,998 to benefit over 2,400 children and young people. Grants were used to buy a 3D printer, set up a Lego club, buy electronics kits for a STEM club and buy tools, seeds and materials to create a school allotment to name just a few projects.

**“In a time when schools are feeling financial strain, it was amazing to find an organisation that believes in supporting educational initiatives, allowing us to offer an engaging STEM experience that went above and beyond the curriculum.”**





## Girls in Computing

This year we expanded delivery of the Girls in Computing workshops so students from across Bedfordshire, Essex and Hertfordshire could benefit.

We also trialled running workshops in a university setting to enhance the students experience. This proved very popular with both the teachers and the students as it gave them insight into university life and a working environment. The workshops were supported by STEM Ambassadors and other experts from industry who inspire the students by highlighting all the incredible elements of the technology sector.

 **176**  
Female students  
participated

 **13**  
schools attended

“This event gave our students a wonderful opportunity to meet female computer scientists and break the stereotype of who works in computing!”

Computer Science Lead, Stevenage school

**This project was fully funded thanks to a generous company based in Stevenage.**

## Girls in Engineering

One of our aims is to increase engagement with young people from under-represented groups in specific areas of the STEM sector.

This year, we were thrilled to have partnered with local aerospace and defense companies to support delivery of two *Women in Engineering* events. One was hosted at MBDA in Stevenage for 70 female secondary school students from 7 different schools. The other was hosted at Airbus for 163 females students from 9 schools, they all participated in hands-on engineering activities and the event culminated in students visiting the Mars Rover yard.



“Having the opportunity to meet real life engineers and have meaningful interactions is more impactful than information being delivered by a teacher. Being able to visit a workplace adds gravity and meaning to their experience and focuses their attention to the objectives rather than being in the familiar surroundings of school.”

Teacher from Chiltern Academy, Luton



## Employability Skills workshops

In July, STEMPOINT worked with Fearnhill Secondary School in Letchworth to run an Employability STEM Skills Day for 107 Year 10 students.

The aim was to showcase local STEM job and apprenticeship opportunities and give students the opportunity to participate in sessions to develop their employability skills such as Brand Identity and interview skills.

Workshops were delivered by Wilmott Dixon, Tate Recruitment, Amazing Apprenticeships and STEMPOINT and every session was supported by STEM Ambassadors to further increase the impact for students.

### Feedback from students

- “ I learnt more about apprenticeships, which was really useful.”
- “ They showed us how everyone is different and how to turn our negatives into positives at an interview.”

85%

of students said they now know where to find information about future careers

The event was generously funded by Ransomes Jacobsen.

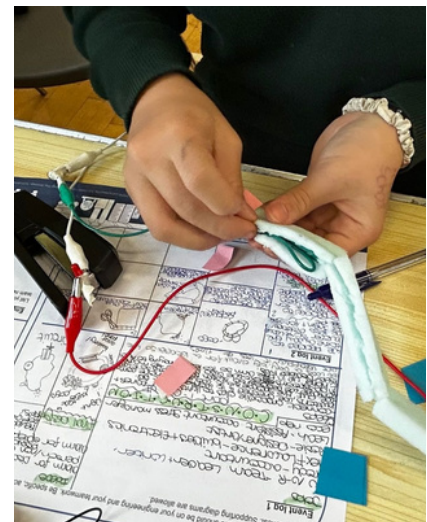
## IET Faraday® workshops

STEMPOINT was delighted to deliver the IET Faraday® Challenge days on behalf of the IET. These challenges inspire and engage 12 to 13 year-old students by challenging them to work collaboratively in teams to design solutions to real-world engineering problems.

- “ Alameda Middle School have had a fantastic day! Brain stretching learning where pupils were put in the driving seat. A valuable experience to introduce real-world engineering skills.”
- “ This has inspired me to want to become some kind of technician.”

Teacher, Alameda Middle School, Bedford

Student, who attended Rickmansworth Challenge



## CREST Awards

CREST brings science, technology, engineering, and maths to life for young people through hands-on activities and projects. It sparks curiosity, builds confidence, and connects students with real-world STEM.

STEMPOINT is proud to be the Regional CREST Support Organisation (RCSO) and work with teachers to support pupils across the region to gain an award. We also work with companies and councils to sponsor these awards to ensure CREST is accessible to everyone.



# Monitoring Performance and Impact

“Monitoring the impact of our work is vital to ensure we are adding value and truly enhancing the opportunities and experience of children and young people.”

Helen Spencer, Managing Director

**We use multiple Key Performance Indicators to monitor the effectiveness of our charitable work as well as listening to the personal impact that activities have on participants.**

## Key Performance indicators:

- The number of students we deliver activities to
- The age of students we work with
- The number of different schools we engage with
- The number of different organisations we work with
- The number of different STEM industries we collaborate with
- How many students are from low income households
- How many targeted interventions we run each year (these are specific projects aimed at groups of young people who are under-represented in the sector)
- How many schools are located in areas of high deprivation



## How do we collect this?

After every workshop, event or activity we ask for feedback which includes closed questions to provide quantitative data and we also ask open questions to encourage more qualitative data. Both are vital to help us develop and improve activities for the future.

We gather feedback from participants, teachers, volunteers, workshop leaders and the companies we work with to give us a more rounded view about the work we deliver.

## Data Protection

All data is held, processed and deleted in accordance with current data protection legislation and best practice, as outlined in the STEMPOINT Data Protection Policy. This policy is reviewed and updated every year by the Trustees and our Data Protection Officer (DPO).

# Donors, Sponsors and Volunteers

## Volunteers

STEMPOINT is extremely grateful to have so many volunteers supporting its charitable activities. Quite simply it would not be possible to benefit so many young people without their time, skills, expertise and generosity.

The majority of volunteers come through the national STEM Ambassador Programme, in partnership with STEM Learning. Others are from local companies who have heard about our work and want to get involved to share their experiences and to support the next generation of STEM enthusiasts.

## Grant-Giving Trusts

To increase long-term sustainability and diversify where our income comes from, we are focusing on applying to numerous grant-giving trusts to fund specific projects. This has proved successful to date and we will increase applications sent next year.

## Corporate Support

In this period we were grateful to receive £46,371 in donations and sponsorship from corporate supporters. This is nearly four times the amount received in the previous year (£12,000 in 2023-2024). This money was used to:

- Fund 24 Faraday<sup>®</sup> Challenges for over 7,200 primary students
- Fund 10 'Girls in Computing' workshops in Bedfordshire, Essex and Hertfordshire for 176 female Year 8 and 9 students
- Fund 17 new Chrome books for Primary Workshops including the increasingly popular '*Miss Smart and the diamond thief*' coding workshop
- Fund activities for schools during British Science Week 2025
- Fund over 50% of the K'nex challenges delivered in 2025

## Gifts in Kind and pro bono support

STEMPOINT is generously hosted by MBDA in their Stevenage offices. They provide us with desk space and meeting rooms free of charge and the STEMPOINT team are able to use their staff facilities too.

They also provide facilities to host events for students. This support is a huge benefit to the charity as it significantly reduces our overhead costs and ensures we can use more of our charitable funds to directly benefit children and young people. Their Gift in Kind is valued at £26,000 per year.



# Financial Overview

We are delighted that this year has ended with the charity in a similar financial position to last year thanks to tight financial management and stream-lining project delivery.

This is especially reassuring given the current challenging climate for charity fundraising coupled with a £90,000 drop in contracted income in the period. This funding gap was replaced through income raised from grant-giving trusts and corporate supporters.

The focus has not just been on raising these vital funds, considerable efforts have also been made to reduce delivery costs without impacting the overall benefit and impact of our charitable work for children and young people.

## Summary of Expenditure in 2024-2025

**In this period, we spent £413,737 to deliver our charitable and contracted work.**

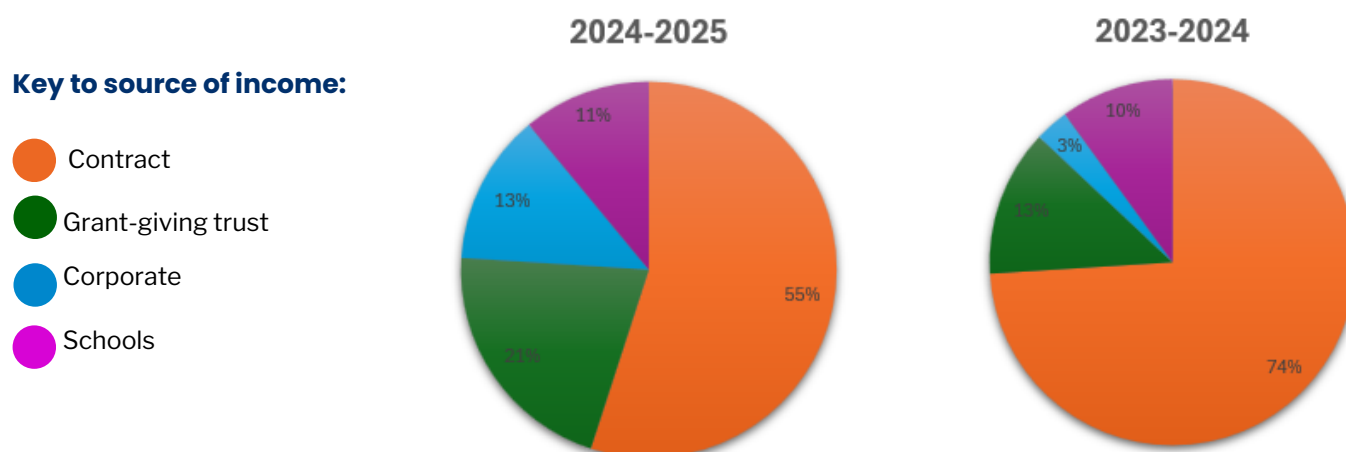
Expenditure has decreased this year compared to the previous year by 10%, which was in-line with the forecast. Expenditure remained consistent throughout the period as the majority was the cost of salaries and workshop leaders to deliver activities across the year.

The drop in expenditure was due to a member of staff leaving and the work being re-distributed among the existing team. We also commissioned a significant piece of work last year to upgrade and migrate our data from one Content Management System to another and the annual running cost of this is significantly less than the initial set-up cost.

## Summary of income in 2024-2025

**In this period, we received £389,125 from grants, sponsorship and contracted income.**

This was very similar to last year's income, although the breakdown of the income source has changed considerably. This charts below show a breakdown of income sources:



We are keen to further diversify our income next year to ensure that we aren't reliant on any one income source to deliver our charitable work. The aim is to increase income from grant-giving trusts to 30% and schools to 15% of total income in 2025-2026.



# Financial Overview

## Looking forward to 2025–2026

The team and Trustees are aware about the challenges faced by charities to secure funds in the current climate. With this in mind, we have developed a fundraising plan which focuses on continuing to diversify sources of income and identifying new potential supporters – both corporate and grant-giving trusts.

This will further reduce our dependency on one major contact or donor and reduce the charity's overall financial risk.

**We want to increase income from grant-giving trusts to 30% of the charity's total annual income and income from corporate supporters to 16% of the charity's total annual income.**

## Breakdown of Charitable Funds

STEMPOINT holds three different types of funds to ensure it is sustainable going into the next year and the future – a General Fund, Designated Funds and Restricted Funds.

### General Fund

This holds donations from donors who did not specify where they wanted their money to be spent – enabling the Trustees to spend it where it is needed most and allowing the charity to be flexible and respond to opportunities that may arise during the year.

### Designated Funds

Designated Funds are ring-fenced to benefit specific projects or elements of the charitable work we deliver. Trustees designate income into these funds as necessary.

These funds help with planning as they show how much income there is for each project and how much is outstanding to raise for the project to go ahead. Designated Funds include workshops such as the K'nex Challenge and Girls in Computing.

### Restricted Funds

Restricted Funds hold income given specifically towards a project and must not be spent on anything else. In this period, STEMPOINT held 6 Restricted Funds – STEM Ambassador Programme, Destination STEM, Research STEM, CREST Awards, Renewable Energy project and Faraday Challenge.

**These funds may change from year to year as projects develop. The aim of having the different funds is to assist with the charity's long-term planning and to reassure donors that their funds are being used as per their wishes.**

# Future Plans

“Over 80% of the jobs that will exist in 2030 haven’t been invented yet and most of them will rely on STEM skills and research.”

*World Economic Forum, 2025*

**The very nature of STEMPOINT’s work is to support the next generation of students, so they have the desire, skills and knowledge to follow a career path in the STEM sector.**

**The Board and team have agreed the following plans for the next 12 months:**

## Expanding our Primary Workshops

In line with our aims to reach more schools in the region and to continue to diversify our income, we will be rolling out the most popular Primary Workshops into Norfolk, Suffolk and Essex.

The reason the Primary Workshops are so beneficial to schools is that they compliment whatever each individual school is doing as part of the curriculum, while also introducing pupils to experts from that specific field or sector.



## Bringing numeracy to life

In 2025, we will launch an innovative pilot project in collaboration with two primary schools and STEM Learning, with the aim of increasing pupils’ enjoyment of maths and bringing the subject to life.

It will introduce a series of number-themed workshops designed to show whether increasing pupils’ awareness of how maths is used in everyday contexts can lead to improved attainment in SATs.

During the workshops, pupils will meet professionals from a wide range of sectors, including rocket science, cyber technology, biology and fashion buying who highlight the diverse and practical applications of mathematical skills.

The workshops will be delivered until April 2026 and evaluation results are expected by the close of the academic year.

# Future Plans

“49% of engineering and technology businesses in the UK are reporting recruitment difficulties due to skills shortage”

*UK Parliament Post, UK STEM Skills pipeline, May 2025*

## Nurturing durable and transferable skills in young people

There is currently a significant skills gap between what STEM employers need and what young people are leaving education with. Bridging this gap is essential, so we must support more young people to develop the necessary skills that lead to meaningful and rewarding employment when they leave school.

Next year, we will roll out an Employability Skills workshop to secondary schools in Hertfordshire, after a successful pilot this year.

The event includes sessions about My Branding, CV skills as well as how to find apprenticeships, training programmes and pathways into careers.

Students have the opportunity to meet experts from industry and find out about different organisations to showcase the breadth of job roles available within companies and how best to research vacancies and opportunities before they leave education.



## Keeping up with changes in Gatsby benchmarks

There is a growing emphasis on secondary schools to provide more work experience opportunities for students as they progress through education from Year 7 to Year 13.

As a charity, we believe we are well-placed to support this in our region. As such, we will be developing a workshop to deliver to Year 7 and 8 students which encourages them to think about their future working self and how to get there.

The workshop will introduce transferable skills that they will need regardless of what job they go into and it encourages them to think about future subject choices to ensure they are keeping their career options open.

This workshop will be interactive, fun and real. We will talk about everything from personal skills to potential salaries and potential employers finding them on social media!



# Financial Statements

## Trustees Responsibilities Statement

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2025.

The Trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).

## Governing Document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

This report was approved by the Board of Trustees on 19 November 2025 and signed on its behalf by:

David Storey

**David Storey**  
**Chair**

# Independent Examiner's Report to the Trustees of STEMPOINT ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2025.

## Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

## Independent Examiner's Statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Emma Wilsher

**Emma Wilsher FCA**

George Hay Partnerships LLP, Chartered Accountants, Fourth Avenue, Letchworth, SG6 2TU

**Date: 19 November 2025**

# Statement of Financial Activities

## for the year ended July 2025

	Notes	Unrestricted fund £	Designated £	Restricted funds £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and legacies		34,100	23,565	94,646	152,311	51,490
<b>Charitable activities</b>	3					
Delivery of STEM activities for young people		-	40,852	210,824	251,676	325,956
Investment income	2	<u>11,138</u>	<u>-</u>	<u>-</u>	<u>11,138</u>	<u>10,390</u>
<b>Total</b>		<u>45,238</u>	<u>64,417</u>	<u>305,470</u>	<u>415,125</u>	<u>387,836</u>
<b>EXPENDITURE ON</b>						
<b>Charitable activities</b>						
Delivery of STEM activities for young people		<u>82,159</u>	<u>42,379</u>	<u>315,199</u>	<u>439,737</u>	<u>459,310</u>
<b>NET INCOME/(EXPENDITURE)</b>						
Transfers between funds	11	(36,921) <u>1,951</u>	22,038 <u>(1,951)</u>	(9,729) <u>-</u>	(24,612) <u>-</u>	(71,474) <u>-</u>
<b>Net movement in funds</b>		(34,970)	20,087	(9,729)	(24,612)	(71,474)
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward		<u>310,419</u>	<u>3,795</u>	<u>29,488</u>	<u>343,702</u>	<u>415,176</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>275,449</u>	<u>23,882</u>	<u>19,759</u>	<u>319,090</u>	<u>343,702</u>

The notes form part of these financial statements.

# Balance Sheet

31 July 2025

	Notes	Unrestricted fund £	Designated £	Restricted funds £	2025 Total funds £	2024 Total funds £
<b>FIXED ASSETS</b>						
Tangible assets	8	2,942	-	-	2,942	1,681
<b>CURRENT ASSETS</b>						
Debtors	9	47,644	-	-	47,644	31,898
Cash at bank and in hand		<u>251,638</u>	<u>25,882</u>	<u>19,759</u>	<u>297,279</u>	<u>366,154</u>
		299,282	25,882	19,759	344,923	398,052
<b>CREDITORS</b>						
Amounts falling due within one year	10	(26,775)	(2,000)	-	(28,775)	(56,031)
<b>NET CURRENT ASSETS</b>		<u>272,507</u>	<u>23,882</u>	<u>19,759</u>	<u>316,148</u>	<u>342,021</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>275,449</u>	<u>23,882</u>	<u>19,759</u>	<u>319,090</u>	<u>343,702</u>
<b>NET ASSETS</b>		<u>275,449</u>	<u>23,882</u>	<u>19,759</u>	<u>319,090</u>	<u>343,702</u>
<b>FUNDS</b>	11					
Unrestricted funds					299,331	314,214
Restricted funds					<u>19,759</u>	<u>29,488</u>
<b>TOTAL FUNDS</b>					<u>319,090</u>	<u>343,702</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime. The financial statements were approved by the Board of Trustees and authorised for issue on 19 November 2025 and were signed on its behalf by:

David Storey

**David Storey, Chair**



# Notes to the Financial Statements

## for the year ended 31 July 2025

## 1. Accounting Policies

### General information and basis of preparation

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The address of the registered office is given in the charity information on page 3 of these financial statements. The nature of the charity's operations and principal activities are the provision of a wide range of projects aimed at inspiring young people about Science, Technology, Engineering and Mathematics (STEM).

The charity constitutes a public benefit entity as defined by FRS 102. 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 in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £0.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

# Notes to the Financial Statements

## for the year ended 31 July 2025

### 1. Accounting Policies – continued

#### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

#### Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- Plant and machinery – 25% on reducing balance
- Computer equipment – 33% on cost

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

#### Taxation

The charity is exempt from corporation tax on its charitable activities.

#### Fund accounting

Unrestricted funds are 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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

#### Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

# Notes to the Financial Statements

## for the year ended 31 July 2025

### 1. Accounting Policies – continued

#### Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

### 2. Investment income

	2025 £	2024 £
Deposit account interest	<u>11,138</u>	<u>10,390</u>

### 3. Income from Charitable Activities

	Activity	2025 £	2024 £
School workshops	Delivery of STEM activities for young people	40,852	34,302
Grants	Delivery of STEM activities for young people	<u>210,824</u>	<u>291,654</u>
		<u>251,676</u>	<u>325,956</u>

Grants received, included in the above, are as follows:

	2025 £	2024 £
STEM Ambassador programme	143,014	150,674
Destination STEM/Nuffield	35,162	90,826
Crest Awards	5,996	9,652
Enrichment Partnership/ESERO	<u>26,652</u>	<u>40,502</u>
	<u>210,824</u>	<u>291,654</u>



# Notes to the Financial Statements

## for the year ended 31 July 2025

### 4. Net income/(Expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	1,149	1,723
Hire of plant and machinery	<u>5,270</u>	<u>4,460</u>

### 5. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 July 2025 nor for the year ended 31 July 2024.

#### Trustees expenses

There were no trustees' expenses paid for the year ended 31 July 2025 nor for the year ended 31 July 2024.

### 6. Staff costs

Average number of employees during the year : 10 (2024: 10)

One employee had employee benefits in excess of £60,000.

The notes form part of these financial statements.

# Notes to the Financial Statements

## for the year ended 31 July 2025

### 7. Analysis of prior year (year ended July 2024) financial activities

	Unrestricted fund £	Designated £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and legacies	1,188	22,500	27,802	51,490
<b>Charitable activities</b>				
Delivery of STEM activities for young people	2,701	33,853	289,402	325,956
Investment income	<u>10,390</u>	<u>-</u>	<u>-</u>	<u>10,390</u>
<b>Total</b>	<u>14,279</u>	<u>56,353</u>	<u>317,204</u>	<u>387,836</u>
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Delivery of STEM activities for young people	<u>68,804</u>	<u>58,696</u>	<u>331,810</u>	<u>459,310</u>
<b>NET INCOME/(EXPENDITURE)</b>	(54,525)	(2,343)	(14,606)	(71,474)
<b>Transfers between funds</b>	<u>(44,232)</u>	<u>138</u>	<u>44,094</u>	<u>-</u>
<b>Net movement in funds</b>	(98,757)	(2,205)	29,488	(71,474)
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	<u>409,176</u>	<u>6,000</u>	<u>-</u>	<u>415,176</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>310,419</u></u>	<u><u>3,795</u></u>	<u><u>29,488</u></u>	<u><u>343,702</u></u>

# Notes to the Financial Statements

## for the year ended 31 July 2025

### 8. Tangible Fixed Assets

	Plant and machinery £	Computer equipment £	Totals £
<b>COST</b>			
At 1 August 2024	133	10,512	10,645
Additions	<u>-</u>	<u>2,410</u>	<u>2,410</u>
At 31 July 2025	<u>133</u>	<u>12,922</u>	<u>13,055</u>
<b>DEPRECIATION</b>			
At 1 August 2024	98	8,866	8,964
Charge for year	<u>9</u>	<u>1,140</u>	<u>1,149</u>
At 31 July 2025	<u>107</u>	<u>10,006</u>	<u>10,113</u>
<b>NET BOOK VALUE</b>			
At 31 July 2025	<u>26</u>	<u>2,916</u>	<u>2,942</u>
At 31 July 2024	<u>35</u>	<u>1,646</u>	<u>1,681</u>

### 9. Debtors: Amounts falling due within one year

	2025 £	2024 £
Trade debtors	47,644	24,662
Other debtors	-	6,378
Prepayments and accrued income	<u>-</u>	<u>858</u>
	<u>47,644</u>	<u>31,898</u>

### 10. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	3,945	3,825
Social security and other taxes	6,439	-
Other creditors	12,125	35,686
Pension scheme	-	2,580
Accruals and deferred income	<u>6,266</u>	<u>13,940</u>
	<u>28,775</u>	<u>56,031</u>

Other creditors represents amounts due in relation to bursaries



# Notes to the Financial Statements

## for the year ended 31 July 2025

### 11. Movement in funds

	At 1.8.24 £	Net movement in funds £	Transfers between funds £	At 31.7.25 £
<b>Unrestricted funds</b>				
General fund	310,419	(36,921)	1,951	275,449
Girls in Computing (DESIGNATED)	-	(500)	-	(500)
Workshops (DESIGNATED)	1,844	15,923	-	17,767
K'nex Challenges (DESIGNATED)	-	6,615	-	6,615
40th Conference (DESIGNATED)	1,951	-	(1,951)	-
	314,214	(14,883)	-	299,331
<b>Restricted funds</b>				
Research STEM project	-	(48,936)	-	(48,936)
STEM Ambassador programme	4,455	4,338	-	8,793
STEM Projects/ ESERO	17,783	9,097	-	26,880
CREST Awards	7,062	(775)	-	6,287
Renewable Energy Workshops	188	(9,513)	-	(9,325)
Faraday Challenge	-	2,161	-	2,161
Destination Stem	-	33,899	-	33,899
	29,488	(9,729)	-	19,759
<b>TOTAL FUNDS</b>	<u>343,702</u>	<u>(24,612)</u>	<u>-</u>	<u>319,090</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	45,238	(82,159)	(36,921)
Girls in Computing (DESIGNATED)	3,500	(4,000)	(500)
Workshops (DESIGNATED)	37,247	(21,324)	15,923
K'nex Challenges (DESIGNATED)	23,670	(17,055)	6,615
	109,655	(124,538)	(14,883)
<b>Restricted funds</b>			
Research STEM project	61,750	(110,686)	(48,936)
STEM Ambassador programme	143,014	(138,676)	4,338
STEM Projects/ ESERO	26,902	(17,805)	9,097
CREST Awards	6,996	(7,771)	(775)
Renewable Energy Workshops	5,646	(15,159)	(9,513)
Faraday Challenge	26,000	(23,839)	2,161
Destination Stem	35,162	(1,263)	33,899
	305,470	(315,199)	(9,729)
<b>TOTAL FUNDS</b>	<u>415,125</u>	<u>(439,737)</u>	<u>(24,612)</u>

# Notes to the Financial Statements

## for the year ended 31 July 2025

### 11. Movement in funds – continued

Comparatives for movement in funds

	At 1.8.23 £	Net movement in funds £	Transfers between funds £	At 31.7.24 £
<b>Unrestricted funds</b>				
General fund	409,176	(54,525)	(44,232)	310,419
Workshops (DESIGNATED)	-	1,844	-	1,844
K'nex Challenges (DESIGNATED)	-	(138)	138	-
40th Conference (DESIGNATED)	6,000	(4,049)	-	1,951
	<u>415,176</u>	<u>(56,868)</u>	<u>(44,094)</u>	<u>314,214</u>
<b>Restricted funds</b>				
Research STEM project	-	(44,094)	44,094	-
STEM Ambassador programme	-	4,455	-	4,455
STEM Projects/ ESERO	-	17,783	-	17,783
CREST Awards	-	7,062	-	7,062
Renewable Energy Workshops	-	188	-	188
	<u>-</u>	<u>(14,606)</u>	<u>44,094</u>	<u>29,488</u>
<b>TOTAL FUNDS</b>	<u>415,176</u>	<u>(71,474)</u>	<u>-</u>	<u>343,702</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	14,279	(68,804)	(54,525)
Girls in Computing (DESIGNATED)	4,000	(4,000)	-
Workshops (DESIGNATED)	26,515	(24,671)	1,844
K'nex Challenges (DESIGNATED)	24,338	(24,476)	(138)
40th Conference (DESIGNATED)	1,500	(5,549)	(4,049)
	<u>70,632</u>	<u>(127,500)</u>	<u>(56,868)</u>
<b>Restricted funds</b>			
Research STEM project	90,826	(134,920)	(44,094)
STEM Ambassador programme	163,474	(159,019)	4,455
STEM Projects/ ESERO	36,252	(18,469)	17,783
CREST Awards	16,652	(9,590)	7,062
Renewable Energy Workshops	10,000	(9,812)	188
	<u>317,204</u>	<u>(331,810)</u>	<u>(14,606)</u>
<b>TOTAL FUNDS</b>	<u>387,836</u>	<u>(459,310)</u>	<u>(71,474)</u>

# Notes to the Financial Statements

## for the year ended 31 July 2025

## 12. Related party disclosures

There were no related party transactions for the year ended 31 July 2025.

## Detailed Statement of Financial Activities

### for the year ended 31 July 2025

	2025 £	2024 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	126,311	51,490
Office space and services	<u>26,000</u>	<u>-</u>
	152,311	51,490
<b>Investment income</b>		
Deposit account interest	11,138	10,390
<b>Charitable activities</b>		
School workshops	40,852	34,302
Grants	<u>210,824</u>	<u>291,654</u>
	<u>251,676</u>	<u>325,956</u>
<b>Total incoming resources</b>	415,125	387,836
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	181,126	207,670
Social security	7,662	14,827
Pensions	5,427	9,808
Project resources	48,137	55,332
Grants to institutions	<u>2,574</u>	<u>4,677</u>
	244,926	292,314

This page does not form part of the statutory financial statements

## Detailed Statement of Financial Activities – continued

### for the year ended 31 July 2025

<b>Support costs</b>		
<b>Management</b>		
Wages	117,617	105,880
Social security	13,451	9,115
Pensions	2,291	5,282
Equipment hire and storage	5,270	4,460
Office costs	26,000	-
Insurance	3,099	2,532
Telephone and internet	284	615
Postage and stationery	200	888
Advertising and marketing	-	1,347
Subscriptions	4,088	4,330
Recruitment costs	-	2,867
Staff training	4,609	1,632
Travel costs	718	569
Computer costs	3,054	932
Sundry costs	45	151
Website development costs	-	12,000
Depreciation of tangible and heritage assets	<u>1,149</u>	<u>1,723</u>
	181,875	154,323
	2025	2024
	£	£
<b>Management</b>		
<b>Finance</b>		
Bank charges	261	60
<b>Governance costs</b>		
Accountancy fees	6,182	7,581
Legal and professional fees	<u>6,493</u>	<u>5,032</u>
	<u>12,675</u>	<u>12,613</u>
Total resources expended	<u>439,737</u>	<u>459,310</u>
<b>Net expenditure</b>	<u>(24,612)</u>	<u>(71,474)</u>

This page does not form part of the statutory financial statements







# Thank you

**to all our amazing supporters, donors,  
STEM Ambassadors, volunteers, workshop  
leaders and experts from industry.**

**Together we are inspiring and shaping the next  
generation of scientists, technologists, engineers  
and STEM innovators.**



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**STEMPOINT is a registered charity in England and Wales, number 1094254**