

STEPPING ON OUT

England & Wales - Charity number 1111636

Details

Other names	SOO
Status	Registered
Legal form	Charitable company
Company number	05438575
Registered	2005-10-11
Register	View on the Charity Commission register

Contact

Address	Stepping on Out 7 The Causeway Teddington TW11 0HA
Phone	02089778042
Email	office@steppingonout.org.uk
Website	www.steppingonout.org.uk

Activities

Objects: TO FURTHER SUCH CHARITABLE PURPOSES FOR THE BENEFIT OF ADULTS WITH LEARNING DIFFICULTIES ('THE BENEFICIARIES') WITHIN THE GENERAL COMMUNITY OF RICHMOND UPON THAMES AS THE DIRECTORS SHALL DETERMINE FROM TIME TO TIME IN PARTICULAR BUT NOT EXCLUSIVELY BY:(A) ADVANCING THEIR EDUCATION BY PROVIDING ACCESS TO HIGH QUALITY EDUCATION AND TRAINING; (B) CREATING AND DEVELOPING A SAFE WORK AND TRAINING ENVIRONMENT FOR THEIR BENEFIT;AND(C) DEVELOPING THEIR CAPACITY AND SKILLS IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

Activities: Provides adults with learning disabilities with the necessary training and support to help them to run their own business producing, marketing and selling greetings cards, invitations and other hand made goods. All profits made are used to purchase further equipment and materials necessary for producing these goods.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** People With Disabilities

Geography

- **Area of benefit:** RICHMOND UPON THAMES
- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£52,808	£58,440	-	-
2024-04-30	£43,493	£51,876	-	-
2023-04-30	£41,945	£50,441	-	-
2022-04-30	£24,528	£49,651	-	-
2021-04-30	£64,021	£43,901	-	-

Trustees

Name	Role	Appointed
JENNY ROMAN		
SUSAN ANNE CROFTS		
SYLVIA ANNETTE WALLIS		

STEPPING ON OUT

England & Wales - Charity number 1111636

Accounts

5438575

Stepping On Out
(A company limited by guarantee)

Report and Financial Statements
For the Year Ended 30th April 2025

Charity Number: 1111636
Company Number: 5438575

Stepping On Out
(A company limited by guarantee)

**Financial Statements
For the Year Ended 30 April 2025**

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Stepping On Out
(A company limited by guarantee)

Report of the Management Committee for the year ended 30 April 2025

The Management Committee presents its report and unaudited financial statements for the year ended 30 April 2025.

1. Reference and Administrative Information

Charity Name: Stepping On Out

Charity registration number: 1111636

Company registration number: 5438575

Registered Office and
Operational address: 7 The Causeway
Teddington
TW11 0HA

Management Committee

Susan Crofts	Trustee and Director
Sylvia Wallis	Trustee and Director
Jenny Roman	Trustee and Director

Senior Management Team

John Boshier	Marketing Manager
Anita Croft	Finance Manager
Caroline Ellis	Administration Manager
John Harrison	Health and Safety Manager
Susie Cole	Production Manager
Chris Wallis	Personnel Manager

Bankers

Lloyds TSB,
17 Heath Road
Twickenham

Charity Website: www.steppingonout.org.uk

2. Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 28 April 2005 and registered as a charity on 11 October 2005. The company was established under a Memorandum of Association as amended by Special Resolution dated 2 September 2005 which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of Management Committee

New Trustees are appointed at the AGM and are subject to the endorsement of the membership. When a vacancy occurs in the period between AGM's or a particular skill is required to strengthen the Main Board, a sub-committee of the trustees is established to propose and sound out potential candidates. This sub-committee then makes its proposals back to the Management Committee and a vote is taken at the next meeting of the Board on whether or not to appoint the potential candidate on a co-opted basis. The endorsement of the membership is then sought at the next AGM.

New trustees are given a copy of the constitution and governance documents and are also invited to visit our premises and meet the management team. Richmond CVS arranges workshops on the roles and responsibilities of Trustees, as well as other topics of relevance, which our board members are encouraged to attend. Meetings of Trustees are held approximately six times a year, mostly to discuss forthcoming events or other matters of specific importance.

Risk Policy

Trustees place a high priority on risk management. Risks identified are categorised as follows:

- Governance and management risks
- Operational risks
- Financial risks
- External and compliance risks

It is the policy of the Trustees to review all risks on an annual basis. The annual review seeks to establish that all risks are documented and that steps to mitigate such risks are established and executed. As a result of this process, the Trustees are satisfied that residual risks are minimal.

3. Objectives and Activities

The company's objectives and principal activities are to benefit adults with learning difficulties within the general community of Richmond upon Thames and surrounding areas as the directors shall determine from time to time in particular but not exclusively by: (a) advancing their education by providing access to high quality education and training; (b) creating and developing a safe work and training environment for their benefit; and (c) developing their capacity and skills in such a way that they are better able to identify and help meet their needs and to participate more fully in society. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings.

At a local level it is envisaged that as the group are integrated more into the local community, so the aforementioned community may observe the skills and capabilities of those with a learning disability. This will hopefully help to remove any outdated prejudices which may still be present amongst those who are considered to be more able.

The manager Gill Buck together with our Trustees ensures that we follow the Charity Commission Guidelines and combine our objectives and aims. Our hope is to continue to run the organisation successfully through the next financial year.

We continue to offer our facilities to adults with learning difficulties and this year have encouraged members to join us that need the support of their personal assistants. This has allowed us to offer a place to a service user that has profound communication difficulties and a service user with anxiety. We know from feedback that this has benefited them and improved their self-esteem.

We cannot stress how important our volunteers continue to be and how vital they are to the organisation and what an integral part they play.

This year has been a challenge financially, and we understand that the financial situation will continue to be difficult, but we hope that with continued support and effort we will overcome them.

4. Achievements and Performance

The group continue to support each other and are very loyal to each other. The friendships that they have formed over the years are very deep. However, they have welcomed the new members of the group and enjoy the diversity that they bring. We continue to offer education, community integration and support to the group. We seek to reinforce their self-esteem and ensure they have a sense of self purpose.

5. Financial Review

Total funding this year went up by £9.3k an increase of 21% from last year's due to increase in Attendance fees, Sales and Donations.

Attendance Fees income rose by 7.6k an increase of 19% from last year.

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Income from Cards and other sales went up by 0.9k an increase of 40% from last year.

Income from Donations shows an increase of 0.7k ,233% from last year's £302

6 Reserves Policy

The Trustees wish to hold in reserve £10,000. (or 20% of expenses)

7. Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

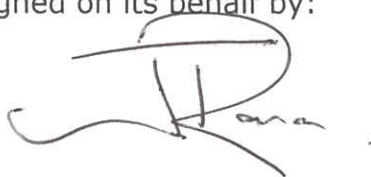
Members of the Management Committee

Members of the Management Committee, who are the directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 3.

Small company exemptions

This report, which has been prepared in accordance with the special provisions applicable to companies subject to the small company's regime was approved by the board on 25th January 2025 and signed on its behalf by:

Jenny Roman
Director



Stepping On Out
(A company limited by guarantee)

Independent examiner's Report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2025, which are set out on pages 9 to 14.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Signed

Date 25 January 2025



John Tindale
2 Amyand Park Gardens
Twickenham
TW1 3HS

Stepping On Out
(A company limited by guarantee)

Independent examiner's statement

Disclosure

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

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

No disclosure required.

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5. Financial Review

This year, the overall funding shows a small increase of 3.7% from last year's £41,945 to £43,493.

Direct Payments/Attendance Fees income this year went up 12% to £40,849 from £36,480 last year.

Donations dropped a considerably 87.8% to £302 this year, from £2,479 last year.

Income from cards and other merchandise this year was down 21.5% to £2,342 from £2,985 last year.

6 Reserves Policy

The Trustees wish to hold in reserve £10,000. (or 20% of expenses)

7. Responsibilities of the Management Committee

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Year Ending 30 April 2024

Detail	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Incoming Resources					
Grants Received & Furlough Payments	2			0	0
Direct Payments / Attendance Fees	3	40,849		40,849	36,480
Activities to generate funds					
Card/Calender Sales - Shops		1,637		1,637	1,592
B-Brac and Other Sales		457		457	873
Fairs		248		248	521
Income from Premises				0	0
Fundraising Events				0	0
Donations		302		302	2,479
Total Incoming Resources		43,493	0	43,493	41,945
Resources Expended					
Costs of activities in furtherance of associations objectives					
Payroll Costs	4	17,818		17,818	19,142
Equipment Purchase				0	0
Production Cost of Goods Sold		3,279		3,279	2,416
Costs of generating funds					
Fundraising Events				0	67
Art Group Costs				0	0
Administration and Office Costs	6	10,828		10,828	9,303
Premises	7	19,950		19,950	19,514
Total Resources Expended		51,876	0	51,876	50,441
Net Incoming / (outgoing resources)		(8,383)	0	(8,383)	(8,496)
Funds Opening Balance		37,732	342	38,074	46,570
Funds CLOSING Balance	8	29,349	342	29,691	38,074
Represented by:					
Lloyds Bank		20,300	342	20,642	9,438
Barclays Bank		0		0	14,521
Cash				0	0
Net current Assets/(Liabilities)		9,049		9,049	14,115
Total Funds	10	29,349	342	29,691	38,074

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing operations

The notes on pages 11 to 15 form part of these financial statements

Balance Sheet
Year Ending 30 April 2024

Detail	Notes	Total 2024 £	Total 2023 £
Current Assets			
Cash at bank		20,642	23,958
Cash in hand		-	-
Taxation & Social Security			
Debtors		10,202	16,106
Current Assets		30,844	40,065
Current Liabilities			
Creditors			
Taxation & Social Security		1,153	1,991
Current Liabilities		1,153	1,991
Net Assets	9	29,691	38,074

Funding			
General funds		29,349	37,732
Restricted Funds		342	342
Total Funds	10	29,691	38,074

The Management Committee considers that for the year ending 30th April 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts
- these accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Signed on behalf of Stepping On Out by:

Signed



Date: 25 January 2025

Jenny Roman
Director

**Notes forming part of the financial statements for the year ended
30 April 2024**

1. Accounting Policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and include the results of the company's operations which are described in the Management Committee's Report.

1.2 VAT

The turnover of the charitable company is below the VAT threshold. The charitable company is not registered for VAT.

2. Grants

Grants for the Year to 30 April 2024

Detail	Unrestricted £	Restricted £	2024 £	2023 £
LB RICHMOND LBRUT			-	-
HMRC JRS GRANT 120PD00226148			-	-
Total	-	-	-	-

3. Direct Payments

These are payments made by Social Services to those assessed as needing support but allowing the individual to choose how they wish to use it and all members of Stepping on Out have been assessed as being eligible for direct payments.

Some of the newer members of the group fund themselves or use self-directed support payments to access the facilities at Stepping on Out.

4. Staff Costs and Numbers

Staff costs were as follows:

Staff Costs and Numbers for the Year to 30 April 2024

Detail	2024		2023	
	£	Staff	£	Staff
Salaries	15,778	1.3	16,811	1.3
Social Security Costs	1,467		1,757	
Ex-Gratia Pay				
Pension Contribution (Er's)	574		574	
Total	17,818	1.3	19,142	1.3

No employee received emoluments of more than £60,000.

The average number of employees during the year was one and a third, calculated on the basis of full-time equivalents.

The charity operates a pension scheme for its employees.

5. Trustee remuneration

No members of the Trustees received any remuneration during the year. No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

6. Administration and Office Costs

Administration and Office Costs for the Year to 30 April 2024

Detail	2024	2023
Telephone & BB	953	765
Advertising		
Consumables & Sundries	310	96
Travel	3,500	3,200
Postage & Stationery	103	80
IT Costs	169	139
Office & Surgeries Package Insurance	1,121	166
Fees & Subscriptions	61	422
Equip. Maintnce. & Repairs		326
Health & Safty		
Group Treats & Outings	4,535	4,071
Canteen Suplies	77	37
Total	10,828	9,303

7. Premises

Premises Costs for the Year to 30 April 2024

Detail	2024 £	2023 £
7 The Causeway		
Rent & SC	16,989	17,041
Business Rates	816	1,270
Water Supply	248	163
Insurance	399	385
Energy Utility	1,145	545
Build. Mntnce. & Reprs.	353	110
Total	19,950	19,514

8. Movement in Funds

Funds Movement for the Year to 30 April 2024

Detail	Opening Balance £	Incoming Resources £	Outgoing Resources £	Closing Balance £
Restricted Funds				
Printer and toners				-
Rent				-
Computer	342	-	-	342
Total	342	-	-	342
Unrestricted Funds				
General Funds	37,732	43,493	51,876	29,349
Total	37,732	43,493	51,876	29,349
Total Funds	38,074	43,493	51,876	29,691

9. Current Assets

Current Assets for the Year to 30 April 2024

Detail	2024 £	2023 £
Cash at Bank	20,642	23,958
Debtors		
Rent Deposit PP	3,250	3,250
Net Salary	2,123	
Accrued Income	491	132
May, Telephone & BB		
May/Jun Rent PP	4,339	12,724
Current Debtors	10,202	16,106
Current Assets	30,844	40,065
Creditors		
Amounts Falling Due Within One Year		
Taxation & Social Security	285	1,922
Pension Scheme	868	
Accruals		69
Current Liabilities	1,153	1,991
Net Current Assets/(Liabilities)	29,691	38,074

10. Analysis of Net Assets between Funds

Analysis of Net Assets for the Year to 30 April 2024

Detail	General Funds £	Restricted Funds £	Total Funds £
Current Assets	29,349	342	29,691
Current Liabilities		-	-
Net Assets	29,349	342	29,691

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Recruitment and Appointment of Management Committee

New Trustees are appointed at the AGM and are subject to the endorsement of the membership. When a vacancy occurs in the period between AGM's or a particular skill is required to strengthen the Main Board, a sub-committee of the trustees is established to propose and sound out potential candidates. This sub-committee then makes its proposals back to the Management Committee and a vote is taken at the next meeting of the Board on whether or not to appoint the potential candidate on a co-opted basis. The endorsement of the membership is then sought at the next AGM.

New trustees are given a copy of the constitution and governance documents and are also invited to visit our premises and meet the management team. Richmond CVS arranges workshops on the roles and responsibilities of Trustees, as well as other topics of relevance, which our board members are encouraged to attend. Meetings of Trustees are held approximately six times a year, mostly to discuss forthcoming events or other matters of specific importance.

Risk Policy

Trustees place a high priority on risk management. Risks identified are categorised as follows:

- Governance and management risks
- Operational risks
- Financial risks
- External and compliance risks

It is the policy of the Trustees to review all risks on an annual basis. The annual review seeks to establish that all risks are documented and that steps to mitigate such risks are established and executed. As a result of this process, the Trustees are satisfied that residual risks are minimal.

3. Objectives and Activities

The company's objectives and principal activities are to benefit adults with learning difficulties within the general community of Richmond upon Thames and surrounding areas as the directors shall determine from time to time in particular but not exclusively by: (a) advancing their education by providing access to high quality education and training; (b) creating and developing a safe work and training environment for their benefit; and (c) developing their capacity and skills in such a way that they are better able to identify and help meet their needs and to participate more fully in society. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings.

At a local level it is envisaged that as the group are integrated more into the local community, so the aforementioned community may observe the skills and capabilities of those with a learning disability. This will hopefully help to remove any outdated prejudices which may still be present amongst those who are considered to be more able.

The manager Gill Buck continues to run the organisation successfully by combining our objectives and aims and ensuring that we follow the Charity Commission Guidelines.

We have, this year, been able to extend our facilities to adults with learning difficulties that are not able to commit to attending all of our sessions due to financial limitations. This enables them to be flexible in attendance but allows them to benefit from the social interaction and activities that we undertake.

We cannot stress how important our volunteers continue to be and how important they are to the organisation and what an integral part they play. We also continue to be guided by our Board of Trustees all of whom involve themselves in the daily running of the group.

We cannot say that this year has not been a challenge financially, but we hope that with continued support and effort we will be able to move positively forward into 2024 and beyond.

4. Achievements and Performance

The group continue to support each other and the friendships that they have formed over the years are very deep. However, they have welcomed the new members of the group and enjoy the diversity that they bring. We continue to offer education, community integration and support to the group. We seek to reinforce their self-esteem and ensure they have a sense of self purpose.

5. Financial Review

Direct Payments income went up 225% to £36,480 this year, compared to £11,212 last year. Direct Payments are the "backbone" of the Charity, so it is particularly welcoming to see strong growth in this income stream.

Stepping On Out
(A company limited by guarantee)

This year, the overall funding shows an increase of 71% from last year's £24,528 to £41,945 this year. This is due to the significant increase of Direct Payments from members.

There was a substantial increase of 201% in Donations this year, £2,479 compared to £823 last year.

The income from cards and other merchandise was £2,985 this year, 5% lower than last year.

6 Reserves Policy

The Trustees wish to hold in reserve £10,000. (or 20% of expenses)

7. Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Management Committee

Members of the Management Committee, who are the directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 3.

Small company exemptions

This report, which has been prepared in accordance with the special provisions applicable to companies subject to the small company's regime was approved by the board on 25th January 2024 and signed on its behalf by:

Jenny Roman
Director



Stepping On Out
(A company limited by guarantee)

Independent examiner's Report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2023, which are set out on pages 9 to 14.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Signed

Date 25 January 2024



John Tindale
2 Amyand Park Gardens
Twickenham
TW1 3HS

Stepping On Out
(A company limited by guarantee)

Independent examiner's statement

Disclosure

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

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

No disclosure required.

Stepping On Out
(A company limited by guarantee)

Year Ending 30 April 2023

Detail	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Incoming Resources					
Grants Received & Furlough Payments	2	0		0	9,354
Direct Payments	3	36,480		36,480	11,212
<u>Activities to generate funds</u>					
Card/Calender Sales - Shops		1,592		1,592	2,275
B-Brac and Other Sales		873		873	775
Fairs		521		521	89
Income from Premises				0	0
Fundraising Events				0	0
Donations		2,479		2,479	823
Total Incoming Resources		41,945	0	41,945	24,528
Resources Expended					
<u>Costs of activities in furtherance of associations objectives</u>					
Payroll Costs	4	19,142		19,142	21,682
Equipment Purchase				0	0
Production Cost of Goods Sold		2,416		2,416	2,153
<u>Costs of generating funds</u>					
Fundraising Events		67		67	50
Art Group Costs				0	0
Administration and Office Costs	6	9,303		9,303	7,248
Premises	7	19,514		19,514	18,518
Total Resources Expended		50,441	0	50,441	49,651
Net Incoming / (outgoing resources)		(8,496)	0	(8,496)	(25,123)
Funds Opening Balance		46,228	342	46,570	71,694
Funds CLOSING Balance	8	37,732	342	38,074	46,570
Represented by:					
Lloyds Bank		9,096	342	9,438	17,899
Barclays Bank Community Account		14,521		14,521	13,131
Cash				0	0
Net current Assets/(Liabilities)		14,115		14,115	15,540
Total Funds	10	37,732	342	38,074	46,570

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing operations

The notes on pages 11 to 14 form part of these financial statements

Balance Sheet

Detail	Notes	Total 2023 £	Total 2022 £
Current Assets			
Cash at bank		23,958	31,030
Cash in hand		-	-
Taxation & Social Security			
Debtors		16,106	16,099
Current Assets		40,065	47,129
Current Liabilities			
Creditors			
Taxation & Social Security		1,991	559
Current Liabilities		1,991	559
Net Assets	9	38,074	46,570
Funding			
General funds		37,732	46,228
Restricted Funds		342	342
Total Funds	10	38,074	46,570

The Management Committee considers that for the year ending 30th April 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts
- these accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Signed on behalf of Stepping On Out by:

Signed

Date: 25 January 2024



Jenny Roman
Director

**Notes forming part of the financial statements for the year ended
30 April 2023**

1. Accounting Policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and include the results of the company's operations which are described in the Management Committee's Report.

1.2 VAT

The turnover of the charitable company is below the VAT threshold. The charitable company is not registered for VAT.

2. Grants

Grants for the Year to 30 April 2023

Detail	Unrestricted £	Restricted £	2023 £	2022 £
LB RICHMOND LBRUT			-	5,200
HMRC JRS GRANT 120PD00226148			-	4,154
Total	-	-	-	9,354

3. Direct Payments

These are payments made by Social Services to those assessed as needing support but allowing the individual to choose how they wish to use it and all members of Stepping on Out have been assessed as being eligible for direct payments.

Some of the newer members of the group fund themselves or use self-directed support payments to access the facilities at Stepping on Out.

9. Current Assets

Current Assets for the Year to 30 April 2023

Detail	2023 £	2022 £
Cash at Bank	23,958	31,030
Debtors		
Rent Deposit PP	3,250	3,250
Taxation & Social Security		
Accrued Income	132	
May, Telephone & BB		
May/Jun Rent PP	12,724	12,849
Current Debtors	16,106	16,099
Current Assets	40,065	47,129
Creditors		
Amounts Falling Due Within One Year		
Taxation & Social Security	1,922	421
Accruals	69	137
Current Liabilities	1,991	559
Net Current Assets/(Liabilities)	38,074	46,570

10. Analysis of Net Assets between Funds

Analysis of Net Assets for the Year to 30 April 2023

Detail	General Funds £	Restricted Funds £	Total Funds £
Current Assets	37,732	342	38,074
Current Liabilities		-	-
Net Assets	37,732	342	38,074

STEPPING ON OUT

England & Wales - Charity number 1111636

Accounts

5438575

Stepping On Out
(A company limited by guarantee)

Report and Financial Statements
For the Year Ended 30th April 2021

Charity Number: 1111636
Company Number: 5438575

Stepping On Out
(A company limited by guarantee)

**Financial Statements
For the Year Ended 30 April 2021**

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Stepping On Out
(A company limited by guarantee)

Report of the Management Committee for the year ended 30 April 2021

The Management Committee presents its report and unaudited financial statements for the year ended 30 April 2021.

1. Reference and Administrative Information

Charity Name: Stepping On Out

Charity registration number: 1111636

Company registration number: 5438575

Registered Office and
Operational address: 7 The Causeway
Teddington
TW11 0HA

Management Committee

Susan Crofts	Trustee and Director
Sylvia Wallis	Trustee and Director
Jenny Roman	Trustee and Director

Senior Management Team

John Boshier	Marketing Manager
Anita Croft	Finance Manager
Caroline Ellis	Administration Manager
John Harrison	Health and Safety Manager
Susie Cole	Production Manager
Chris Wallis	Personnel Manager

Bankers

Lloyds TSB,
17 Heath Road
Twickenham

John Harrison
Susie Cole
Chris Wallis

John Harrison
Susie Cole

Charity Website: www.steppingonout.org.uk
Twickenham

2. Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 28 April 2005 and registered as a charity on 11 October 2005. The company was established under a Memorandum of Association as amended by Special Resolution dated 2 September 2005 which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of Management Committee

New Trustees are appointed at the AGM and are subject to the endorsement of the membership. When a vacancy occurs in the period between AGM's or a particular skill is required to strengthen the Main Board, a sub-committee of the trustees is established to propose and sound out potential candidates. This sub-committee then makes its proposals back to the Management Committee and a vote is taken at the next meeting of the Board on whether or not to appoint the potential candidate on a co-opted basis. The endorsement of the membership is then sought at the next AGM.

New trustees are given a copy of the constitution and governance documents and are also invited to visit our premises and meet the management team. Richmond CVS arranges workshops on the roles and responsibilities of Trustees, as well as other topics of relevance, which our board members are encouraged to attend. Meetings of Trustees are held approximately six times a year, mostly to discuss forthcoming events or other matters of specific importance.

Risk Policy

Trustees place a high priority on risk management. Risks identified are categorised as follows:

- Governance and management risks
- Operational risks
- Financial risks
- External and compliance risks

It is the policy of the Trustees to review all risks on an annual basis. The annual review seeks to establish that all risks are documented and that steps to mitigate such risks are established and executed. As a result of this process, the Trustees are satisfied that residual risks are minimal.

3. Objectives and Activities

At the time of the first lockdown relating to Covid-19 in March 2020 our shop was considered to be a non-essential outlet, which meant we had to close our operational base. Additionally, the majority of our members were in the high risk category in relation to Covid 19 and received letters from the NHS advising that they should self-isolate. As a result of this our activities came to a standstill.

However on a more positive note we were fortunate to obtain a grant from Richmond upon Thames for £25,000, which we received on 27 April 2020 to help us through this very difficult period.

The company's objectives and principal activities are to benefit adults with learning difficulties within the general community of Richmond upon Thames and surrounding areas as the directors shall determine from time to time in particular but not exclusively by: (a) advancing their education by providing access to high quality education and training; (b) creating and developing a safe work and training environment for their benefit; and (c) developing their capacity and skills in such a way that they are better able to identify and help meet their needs and to participate more fully in society. In planning our activities for the year we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings.

At a local level it is envisaged that as the group are integrated more into the local community, so the aforementioned community may observe the skills and capabilities of those with a learning disability. This will hopefully help to remove any outdated prejudices which may still be present amongst those who are considered to be more able.

The manager Gill Buck has most definitely ensured that Stepping on Out continues to be run successfully following the Charity Commissions guidelines and in line with our own objectives and aims.

Meanwhile the trustees who continue to support us in various ways remain a strong force in guiding the group. It is also important to mention our volunteers who pay an integral part within the organisation.

4. Achievements and Performance

Due to the pandemic our achievements this year have been very limited. However we continued to support the group by keeping in regular contact and providing them with educational material to enable them to continue with their work within the organisation. This, we feel, helped their general wellbeing and sense of purpose.

The premise of Stepping On Out remains the same and we will continue to offer education, community integration while developing self-esteem and group companionship.

5. Financial Review

Stepping On Out
(A company limited by guarantee)

The income from cards and other merchandise decreased by 74.7 % this year, totalling £1,500 down from £5,917 last year.

Income from Donations was £1,120 this year, 10.1% down from last year's £1,245. No fundraising events income was available this year.

Income from Direct Payments dropped 20.5% this year, totalling £33,258 down from £41,884 last year.

This year Stepping On Out Received a Grant of £15.3k from LBRUT and a Furlough amount of £12.9k

Although there was a drop of 14.3% in Funding this year, compared to last, we have still been able to strive to run a very successful charity which continues to be a testament to the hard work and capabilities of its members.

6 Reserves Policy

The Trustees wish to hold reserves equivalent to 28.5% of expenses (approximately £12,500).

7. Responsibilities of the Management Committee

Company law requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Management Committee

Members of the Management Committee, who are the directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 3.

Small company exemptions

Stepping On Out
(A company limited by guarantee)

This report, which has been prepared in accordance with the special provisions applicable to companies subject to the small company's regime was approved by the board on 30th. January 2021 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'J Roman'.

Jenny Roman
Director

Stepping On Out
(A company limited by guarantee)

Independent examiner's report to the trustees of Stepping On Out

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2021, which are set out on pages 10 to 15.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Signed



John Tindale
2 Amyand Park Gardens
Twickenham
TW1 3HS

Date 14 Feb 2022

Stepping On Out
(A company limited by guarantee)

Independent examiner's statement

Disclosure

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

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

No disclosure required.

Stepping On Out
(A company limited by guarantee)

Statement of Financial Activities (including Income & Expenditure Account)

Year Ending 30 April 2021

Detail	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Incoming Resources					
Grants Received & Furlough Payments	2	28,143		28,143	25,000
Direct Payments	3	33,258		33,258	41,844
<u>Activities to generate funds</u>					
Card/Calender Sales - Shops		1,400		1,400	4,487
B-Brac and Other Sales		100		100	1,430
Art & Social				0	0
Income from Premises				0	0
Fundraising Events				0	677
Donations		1,120		1,120	1,245
Total Incoming Resources		64,021	0	64,021	74,682
Resources Expended					
<u>Costs of activities in furtherance of associations objectives</u>					
Payroll Costs	4	20,815		20,815	18,913
Equipment Purchase				0	0
Production Cost of Goods Sold		2,536		2,536	1,967
<u>Costs of generating funds</u>					
Fundraising Events				0	211
Art Group Costs				0	0
Administration and Office Costs	6	3,495		3,495	6,291
Premises	7	17,055		17,055	22,809
Total Resources Expended		43,901	0	43,901	50,192
Net Incoming /(outgoing resources)		20,120	0	20,120	24,490
Funds Opening Balance		51,231	342	51,573	27,083
Funds CLOSING Balance	8	71,351	342	71,694	51,573
Represented by:					
Lloyds Bank		52,923	342	53,265	31,920
Barclays Bank Community Account		13,048		13,048	13,390
Cash		0		0	0
Net current Assets/(Liabilities)		5,381		5,381	6,263
Total Funds	10	71,351	342	71,694	51,573

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing operations

The notes on pages 12 to 15 form part of these financial statements

Stepping On Out
(A company limited by guarantee)

Balance Sheet as at 30 April 2021

Detail	Notes	Total 2021 £	Total 2020 £
Current Assets			
Cash at bank		66,313	45,310
Cash in hand		-	-
Taxation & Social Security			
Debtors		5,401	6,740
Current Assets		71,713	52,050
Current Liabilities			
Creditors			
Taxation & Social Security		20	477
Current Liabilities		20	477
Net Assets	9	71,694	51,573
Funding			
General funds		71,351	51,231
Restricted Funds		342	342
Total Funds	10	71,694	51,573

The Management Committee considers that for the year ending 30th April 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts
- these accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Signed on behalf of Stepping On Out by:

Signed 

Date 14/2/2022.

Jenny Roman
Director

**Notes forming part of the Financial Statements for the year ended
30 April 2021**

1. Accounting Policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and include the results of the company's operations which are described in the Management Committee's Report.

The company has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small company.

1.2 VAT

The turnover of the charitable company is below the VAT threshold. The charitable company is not registered for VAT.

2. Grants

Grants for the Year to 30 April 2021

Detail	Unrestricted	Restricted	2021	2020
	£	£	£	£
LB RICHMOND LBRUT	15,286		15,286	25,000
HMRC JRS GRANT 120PD00226148	12,858		12,858	-
Total	28,143	-	28,143	25,000

3. Direct Payments

These are payments made by Social Services to those assessed as needing support but allowing the individual to choose how they wish to use it and all members of Stepping on Out have been assessed as being eligible for direct payments.

Some of the newer members of the group fund themselves or use self-directed support payments to access the facilities at Stepping on Out.

4. Staff Costs and Numbers

Staff costs were as follows:

Staff Costs and Numbers for the Year to 30 April 2021

Detail	2021		2020	
	£	Staff	£	Staff
Salaries	18,030	1.3	17,274	1.3
Social Security Costs	1,337		1,448	
Holiday Pay	621			
Pension Contribution (Er's)	826		191	
Total	20,815	1.3	18,913	1.3

No employee received emoluments of more than £60,000.

The average number of employees during the year was one and a half, calculated on the basis of full-time equivalents.

The charity operates a pension scheme for its employees.

5. Trustee remuneration

No members of the Trustees received any remuneration during the year. No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

6. Administration and Office Costs

Administration and Office Costs for the Year to 30 April 2021

Detail	2021	2020
Telephone & BB	801	881
Advertising		
Consumables & Sundries	28	97
Travel	1,530	2,895
Postage & Stationery	8	7
IT Costs	120	128
Officed & Surgeries Package Insurance	325	50
Fees & Subscriptions	13	390
Equip. Maintnce. & Repairs	305	47
Health & Safty	277	55
Group Treats & Outings	89	1,676
Misc. Expenses		65
Total	3,495	6,291

7. Premises

Premises Costs for the Year to 30 April 2021

Detail	2021 £	2020 £
7 The Causeway		
Rent & SC	16,055	19,582
Business Rates	302	1,448
Water Supply	83	137
Insurance	125	497
Energy Utility	462	828
Build. Mntnce. & Reprs.	28	317
Total	17,055	22,809

8. Movement in Funds

Funds Movement for the Year to 30 April 2021

Detail	Opening Balance £	Incoming Resources £	Outgoing Resources £	Closing Balance £
Restricted Funds				
Printer and toners				-
Rent				-
Computer	342	-	-	342
Total	342	-	-	342
Unrestricted Funds				
General Funds	51,231	64,021	43,901	71,351
Total	51,231	64,021	43,901	71,351
Total Funds	51,573	64,021	43,901	71,694

9. Current Assets

Current Assets for the Year to 30 April 2021

Detail	2021 £	2020 £
Cash at Bank	66,313	45,310
Debtors		
Rent Deposit PP	3,250	3,250
Taxation & Social Security		
Pending Refund, H&S Course		44
May, Telephone & BB	151	116
May/Jun Rent PP	2,000	3,330
Current Debtors	5,401	6,740
Current Assets	71,713	52,050
Creditors		
Amounts Falling Due Within One Year		
Taxation & Social Security	20	477
Net Pay		
Current Liabilities	20	477
Net Current Assets/(Liabilities)	71,694	51,573

10. Analysis of Net Assets between Funds

Analysis of Net Assets for the Year to 30 April 2021

Detail	General Funds £	Restricted Funds £	Total Funds £
Current Assets	71,351	342	71,694
Current Liabilities	-	-	-
Net Assets	71,351	342	71,694

