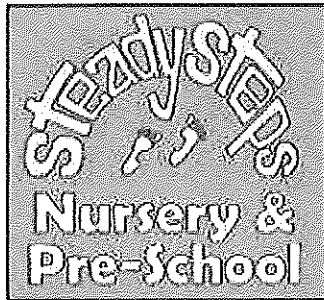


Charity number: 1128288
Company number: 6403351



Steady Steps Pre-School

Trustees' annual report and financial statements

For the year ended 31st August 2025

**Compass Accountants
Venture House
The Tanneries
East Street
Titchfield
Hampshire
PO14 4AR**

STEADY STEPS PRE-SCHOOL

Contents

	Page
Legal and administrative information	1
Trustees' annual report	2 - 4
Statement of Trustees' responsibilities	5
Independent Examiner's Report	6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 16

STEADY STEPS PRE-SCHOOL

Charity number	1128288
Company number	6403351
Principal address	Copse Lane Gosport Hampshire PO13 0DH
Trustees	Teresa Arnold (resigned 9 January 2026) Michelle Aston Clarice Bailey Andrew Brown (resigned 20 November 2025) Lauren Carpenter Michelle Gates (appointed 5 September 2025) Julie Pickthall
Company secretary	Clarice Bailey
Management Early Years Practitioner	Julie Pickthall
Accountants	Compass Accountants Limited Venture House The Tanneries East Street Titchfield Hampshire PO14 4AR
Independent examiner	Kerry Lawrance FCA
Bankers	Lloyds Bank PLC 20 – 24 High Street Gosport Hampshire PO12 1DE

STEADY STEPS PRE-SCHOOL

Report of the trustees (including the directors' report) for the year ended 31st August 2025

The trustees, who are also directors of the charity, present their annual report and financial statements for the year ended 31 August 2024.

The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Aims and Objectives

Steady Steps Pre-school provides quality care and education to children aged from 9 months to rising 5. Our aim is to enhance the learning and development of children under the statutory school age by:

- Providing a warm safe environment
- Providing appropriate play based educational activities and care facilities based on the child's individual needs, interests and abilities
- Respecting diversity and promote equality of opportunity to children to ensure each
- child can reach their full potential while in our care
- Working closely with parents and carers
- Working closely with other agencies involved in the welfare of the child and or family
- Ensure the practice manager remains up to date with current practice and legislation
- Ensuing all staff have relevant qualifications and experience to carry out their duties to a high standard and can evidence on-going continual professional development
- Adhering to the aims and objectives of the pre-school Learning Alliance

Powers

To pursuance of the objectives the pre-school shall have the following powers: -

- To provide accommodation and equipment
- To raise money to pay for the pre-school activities
- To make such payments as shall be necessary

Financial position

This year, our financial position demonstrates that the Charity remains fully operational and financially viable, despite the significant increase in running costs. The charity reported a surplus for the year of £15,127 (2024: £7,895).

Last year's fee increase was accepted by fee payers without any conflict. The new invoicing system is working well and provides a full breakdown of costs, including the number of funded hours used per week, which we are now required to disclose.

The increase in Early Years Entitlement (EYE) funding remains below the level that the Government should be allocating for our 3-4-year-olds. However, the funding rate for children under two has been set at a more realistic level.

Looking ahead, the increase in Employers' National Insurance contributions and staff wages is expected to have a significant impact on the Charity moving forward.

Reserves policy

To set aside funds for special purposes or as reserves against future expenditure. In accordance with the Pre-schools Articles of Association the setting is permitted to engage in lawful activity that shall further the Charitable objectives. Money not immediately required to meet objectives may be kept as reserves for the purpose of furthering the charitable objectives e.g. future sustainability and development. We aim to utilise income from restricted funds as soon as reasonably possible after receipt.

STEADY STEPS PRE-SCHOOL

Report of the trustees (including the directors' report) for the year ended 31st August 2025

Family dynamics

As an inclusive setting we continue to provide care and education to a diverse range of families within our local community and surrounding areas. Family dynamics this year include:

- Vulnerable families
- Young parents
- Service families
- Children with SEND
- Looked After children
- Ethnic Minority
- Mental Health related illnesses

At Steady Steps we aim to ensure every child regardless of the family circumstance can reach their full potential during their time with us. To achieve this, we value the importance of working in partnership with the parent/carers by offering throughout the year:

- Open door policy
- Informal and formal meetings
- Service family coffee mornings
- Family events (fund raising fetes, children's performances, community walks)
- Stay and play sessions
- Celebrate family members day
- Working with other agencies for support and guidance

In the Nursery room we had children attend who were in receipt of 2-year funding, and in the pre-school vulnerable children who were in receipt of Early Years Pupil Premium. The enrolment of children aged from 9 months has been a success and one that has been welcomed by the families in our community.

Achievements and performance

Mrs Brown completed her full degree and is anticipated to achieve a pass with Distinction in October 2025. Charlotte Moxham is on track to complete her level 3 in Early Years Childcare and Education in October 2025. Jenna Hooper completed her SENCO training and will be appointed the allocated SENCo in the Nursery room from September 2025.

Mrs Duffield, Mrs Simmons and Mrs Westwood completed a Baby Yoga course, enabling us to offer children's yoga sessions to all our children.

Fundraising has been very successful, the year ended with the children and families coming together to take part in a sponsored obstacle course and summer fair, this event was enjoyed by everyone who attended. Mrs Arnold continues to support our settings fundraising, coordinating sponsors and writing letters to local companies requesting donations to include in our raffle. At the end of term, we organised a staff and family BBQ, this was well received by all attendees and was a lovely way to celebrate the end of a very busy school year.

Development

With the increased number of babies from 9 months, we had to have work done in the nursery and quite room to create a space conducive to meeting the baby's needs. The removal of a partition wall enabled us to create the Dolphin room, a dedicated space for our non-mobile children. This took up the space used for small quiet activities with our children with SEND needs and our space used for lunch time. We replaced this space with a beautiful garden room, situated in the pre-school garden giving our SENDCO and ELSA a purpose-

STEADY STEPS PRE-SCHOOL

Report of the trustees (including the directors' report) for the year ended 31st August 2025

built building to carry out their work with children. This space is also used for our children's Yoga, a free extracurricular activity delivered by our qualified staff.

We created additional space in the pre-school room for children to have their lunch by replacing the carpet area with non-slip vinyl plank flooring.

Both these projects were within our financial capabilities.

Structure, governance and management

This year we have struggled more than ever to recruit parent volunteers, we believe this to be due to parents returning to work and not having time to volunteer. We are therefore going to consider moving to a CIO next year. This will be discussed at our AGM Spring term 2026.

Our setting continues to be governed by its Memorandum and Articles of Association, is a Limited Company by Guarantee as defined by the Companies Act 2006. In accordance with the Articles the Charity is managed by the Committee, the Trustees (Charities Act 2006) is made up of Affiliated and non-affiliated members. The Trustees are appointed based on their willingness to meet the roles and responsibilities of a Trustee, complete a full induction and have an enhanced DBS certificate (this process is part of the induction requirements). The committee meet termly, and decisions are made by a majority decision. We continue to employ a manager who is also a director/Trustee in accordance with the Memorandum and Articles of association. References and Administration details: Please refer the Financial Accounts for year ending August 2025 'The charity, its Members, Board of Trustees, Staff and Professional Advisors'

The Trustees have had regard to the Charity Commission guidance on public benefit.

STEADY STEPS PRE-SCHOOL

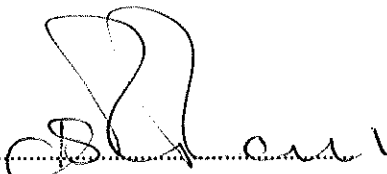
Statement of trustees' responsibilities for the year ended 31st August 2025

The Board of Trustees (who are also Directors of Steady Steps Pre-School for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP FRS 102 (2019);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are 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.



.....

Julie Pickthall

On behalf of the Board of Trustees

Date: 15/04/26

STEADY STEPS PRE-SCHOOL

Independent Examiner's Report to the Trustees of Steady Steps Pre-School

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st August 2025 which are set out on pages 7 to 16.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



.....
Kerry Lawrance FCA

Date: 18TH APRIL 2026

Compass Accountants Limited
Venture House, The Tanneries
East Street, Titchfield, Hants.
PO14 4AR

STEADY STEPS PRE-SCHOOL

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025**

	Notes	Unrestricted Funds £	Restricted Funds £	2025 Total £	Unrestricted Funds £	Restricted Funds £	2024 Total £
Income							
Charitable activities	7	380,158	8,594	388,752	314,287	11,246	325,533
Other trading activities	8	2,707	-	2,707	4,337	-	4,337
Investments		-	-	-	186	-	186
Total Income		<u>382,865</u>	<u>8,594</u>	<u>391,459</u>	<u>318,810</u>	<u>11,246</u>	<u>330,056</u>
Expenditure							
Charitable activities	9	367,738	8,594	376,332	306,812	15,349	322,161
Total expenditure		<u>367,738</u>	<u>8,594</u>	<u>376,332</u>	<u>306,812</u>	<u>15,349</u>	<u>322,161</u>
Net income/expenditure		15,127	-	15,127	11,998	(4,103)	7,895
Transfers between funds		-	-	-	-	-	-
Net movement in funds		<u>15,127</u>	<u>-</u>	<u>15,127</u>	<u>11,998</u>	<u>(4,103)</u>	<u>7,895</u>
Reconciliation of funds:							
Total funds brought forward		157,406	-	157,406	145,408	4,103	149,511
Total funds carried forward		<u>172,533</u>	<u>-</u>	<u>172,533</u>	<u>157,406</u>	<u>-</u>	<u>157,406</u>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities

The notes on pages 9 to 16 form an integral part of these financial statements

STEADY STEPS PRE-SCHOOL
BALANCE SHEET - COMPANY REGISTRATION NUMBER 6403351
AS AT 31 AUGUST 2025

	Notes	2025 £	2024 £
Fixed Assets			
Tangible Assets	2	80,464	82,226
Current Assets			
Stock		142	142
Debtors	3	3,172	4,302
Cash at bank and in hand		<u>96,188</u>	<u>79,504</u>
		99,502	83,948
Creditors: amounts falling due within one year	4	<u>7,433</u>	<u>8,768</u>
Net Current Assets		92,069	75,180
Net Assets		<u>£ 172,533</u>	<u>£ 157,406</u>
Funds			
Unrestricted Funds	5,6	172,533	157,406
Restricted Funds	5,6	-	-
		<u>£ 172,533</u>	<u>£ 157,406</u>

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board on and signed on its behalf by:

Julie Pickthall
On behalf of the Board of Trustees



Date:

15/04/26

The notes on pages 9 to 16 form an integral part of these financial statements

**STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1 Accounting Policies

1.1 Charity information

Steady Steps Pre-School is a company limited by guarantee and not having a share capital and is a charity registered under the Charities Act 2011. It is managed by a Board of Trustees, the members of which are directors and charity trustees respectively within the meaning of the Companies Act 2006 and the Charities Act 2011.

The objectives of Steady Steps Pre-School are to provide quality early years care and education to children and their families within the community of Gosport and the neighbourhood.

1.2 Nature and purpose of designated and restricted funds

Restricted

- a) **Early year pupil premium funding**
Targeted funding for early years education for disadvantaged children.
- b) **Disability funding**
Targeted additional support for disabled children.
- c) **Special education needs**
Targeted funding for early years education for special needs children.
- d) **Income deprivation funding**
Targeting funding for early years education for low income household children.
bills, food and water bills.
- e) **Discretionary grant**
Funding to support and provide assistance to vulnerable families who would otherwise struggle with energy bills, food and water bills.
- f) **DWP grant**
Funding to help purchase equipment for member of staff with hearing impairment.
- g) **Expert and mentors programme**
Funding to cover the cost of expert/mentor to provide support to other settings.

1.3 Basis of preparation of financial statements

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 (FRS 102) (issued October 2019) - Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

1.4 Going Concern

The Charity's financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the levels of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting Policies (continued)

1.5 Tangible Fixed Assets and Depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Buildings	- 5% Straight Line
Furniture and Equipment	- 25% Reducing Balance

1.6 Stock

Stock of clothing and resources is valued at the lower of cost and net realisable value.

1.7 Debtors

Debtors are stated at the amounts due to the Charity at the balance sheet date. Prepayments are recorded for the proportion of time-based expenditures attributable to ensuing year.

1.8 Cash and cash equivalents

Amounts held in bank accounts and cash at the balance sheet date. This is held to meet the day to day running costs of the charity as they fall due.

1.9 Creditors

Creditors are recognised as soon as an outflow of economic benefit is considered more likely than not to occur under a legal or constructive obligation committing the Charity to pay out resources. Creditors that are current liabilities are recognised at the settlement amount expected to be paid at the balance sheet date.

1.10 Taxation

The company is a registered charity and, in the opinion of the Board, is exempt from corporation tax on its surpluses on financial activities in accordance with S.486 of the Corporation Tax Act 2010.

1.11 Grant income recognition

A grant that becomes receivable on the occurrence of a certain specified future event is recognised in the financial accounts when the specified event has occurred and all the grantor's requirements associated with it have been complied with.

1.12 Allocation and analysis of resources used

Central expenditures for charitable support and administration are partly met through core funding and partly from attributions to restricted funds for centrally-borne support costs.

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

2 Tangible fixed assets

Cost	Furniture & Equipment £	Buildings £	Total £
At 1 September 2024	30,184	128,963	159,147
Additions	6,488	-	6,488
Disposals	-	-	-
At 31 August 2025	<u>36,672</u>	<u>128,963</u>	<u>165,635</u>
Depreciation			
At 1 September 2024	22,987	53,934	76,921
On Disposals	-	-	-
Charge for the year	1,802	6,448	8,250
At 31 August 2025	<u>24,789</u>	<u>60,382</u>	<u>85,171</u>
Net book values			
At 31 August 2025	<u>11,883</u>	<u>68,581</u>	<u>80,464</u>
At 31 August 2024	<u>7,197</u>	<u>75,029</u>	<u>82,226</u>

3 Debtors

	2025 £	2024 £
Prepayments	345	320
Trade debtors	2,828	3,982
Other debtors	-	-
	<u>3,172</u>	<u>4,302</u>

4 Creditors: amounts falling due within one year

	2025 £	2024 £
Taxes and social security	4,213	5,841
Other creditors	960	707
Accrued charges	2,260	2,220
	<u>7,433</u>	<u>8,768</u>

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

5 Movement on funds in the year

	1 September 2024 £	Income £	Expenditure	31 August 2025 £
Unrestricted				
General Fund	157,406	382,865	(367,738)	172,533
	<u>157,406</u>	<u>382,865</u>	<u>(367,738)</u>	<u>172,533</u>
Restricted				
- Early year pupil premium	-	4,250	(4,250)	-
- Special education needs	-	4,344	(4,344)	-
	<u>-</u>	<u>8,594</u>	<u>(8,594)</u>	<u>-</u>
	<u>157,406</u>	<u>391,459</u>	<u>(376,332)</u>	<u>172,533</u>
	1 September 2023 £	Income £	Expenditure	31 August 2024 £
Unrestricted				
General Fund	145,408	318,810	(306,812)	157,406
	<u>145,408</u>	<u>318,810</u>	<u>(306,812)</u>	<u>157,406</u>
Restricted				
- Early year pupil premium	3,132	3,644	(6,776)	-
- Meal grants	30	-	(30)	-
- Disability funding	-	648	(648)	-
- Special education needs	445	6,954	(7,399)	-
- Discretionary grant	496	-	(496)	-
	<u>4,103</u>	<u>11,246</u>	<u>(15,349)</u>	<u>-</u>
	<u>149,511</u>	<u>330,056</u>	<u>(322,161)</u>	<u>157,406</u>

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

6 Analysis of net assets between funds

	Fixed Assets £	Net Current Assets £	Net Assets £
Fund balances at 31 August 2024 as represented by:			
Unrestricted			
General Fund	82,226	75,180	157,406
	<u>82,226</u>	<u>75,180</u>	<u>157,406</u>
Fund balances at 31 August 2023 as represented by:			
Unrestricted			
General Fund	86,007	59,401	145,408
Restricted			
- Early year pupil premium	2,355	777	3,132
- Meal grants	-	30	30
- Special education needs	-	445	445
- Discretionary grant	-	496	496
	<u>88,362</u>	<u>61,149</u>	<u>149,511</u>

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

7 Income received from charitable activities

	Unrestricted £	Restricted £	2025 £
Grants receivable			
Two-year old funding	131,473	-	131,473
Early years education grant	186,888	-	186,888
Early years pupil premium funding	-	4,250	4,250
Special education needs funding	-	4,344	4,344
	<u>318,361</u>	<u>8,594</u>	<u>326,955</u>
Fees and other income			
User fees	61,797	-	61,797
	<u>61,797</u>	<u>-</u>	<u>61,797</u>
	<u>380,158</u>	<u>8,594</u>	<u>388,752</u>
	Unrestricted £	Restricted £	2024 £
Grants receivable			
Two-year old funding	48,569	-	48,569
Early years education grant	215,864	-	215,864
Early years pupil premium funding	-	3,644	3,644
Special education needs funding	-	6,954	6,954
Disability funding	-	648	648
	<u>264,433</u>	<u>11,246</u>	<u>275,679</u>
Fees and other income			
User fees	49,854	-	49,854
	<u>49,854</u>	<u>-</u>	<u>49,854</u>
	<u>314,287</u>	<u>11,246</u>	<u>325,533</u>

8 Other trading activities

	Unrestricted £	Restricted £	2025 £
Fundraising	2,707	-	2,707
	<u>2,707</u>	<u>-</u>	<u>2,707</u>
	Unrestricted £	Restricted £	2024 £
Fundraising	4,337	-	4,337
	<u>4,337</u>	<u>-</u>	<u>4,337</u>

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

9 Expenditure on charitable activities

	Unrestricted £	Restricted £	2025 £
Payroll and related costs			
Wages and salaries	308,452	8,294	316,746
Training, welfare and hospitality	1,418	-	1,418
Rent	18,862	-	18,862
Resources	14,640	-	14,640
Repairs and maintenance	3,928	-	3,928
Insurance	4,079	-	4,079
Depreciation of operating equipment	1,802	-	1,802
Meal grant vouchers	1,255	300	1,555
Telephone and internet	973	-	973
Printing and stationery	600	-	600
Memberships and subscriptions	2,824	-	2,824
Depreciation of buildings	6,448	-	6,448
Miscellaneous expenses	197	-	197
Accountancy fees	1,220	-	1,220
Independent examiners fee	1,040	-	1,040
	<u>367,738</u>	<u>8,594</u>	<u>376,332</u>

Expenditure on charitable activities - continued

	Unrestricted £	Restricted £	2024 £
Payroll and related costs			
Wages and salaries	252,626	15,049	267,675
Training, welfare and hospitality	1,908	-	1,908
Rent	14,488	-	14,488
Resources	10,794	-	10,794
Repairs and maintenance	9,391	-	9,391
Cleaning and waste disposal	120	-	120
Insurance	977	-	977
Depreciation of operating equipment	2,405	-	2,405
Meal grant vouchers	1,684	300	1,984
Telephone and internet	1,048	-	1,048
Printing and stationery	193	-	193
Memberships and subscriptions	1,865	-	1,865
Depreciation of buildings	6,448	-	6,448
Miscellaneous expenses	645	-	645
Accountancy fees	1,620	-	1,620
Independent examiners fee	600	-	600
	<u>306,812</u>	<u>15,349</u>	<u>322,161</u>

10 Transfers

No transfers have been made between funds during the period.

STEADY STEPS PRE-SCHOOL
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 AUGUST 2025

11 Payroll and staffing

	2025	2024
Staff costs	£	£
Gross wages and salaries	267,194	224,188
Employer's national insurance	35,556	33,950
Pension contributions	12,437	9,537
	<u>315,187</u>	<u>267,675</u>

Staff numbers

Average number of staff employed	23	20
No employees received emoluments exceeding £60,000 p.a. (2024: Nil).		

12 Trustees' emoluments and expenses

The following director received a salary for their services as staff in accordance with their respective employment contract. No remuneration was paid to them in connection with their services as a charity trustee.

	2025	2024
Julie Pickthall	36,693	32,033
- Pension contributions	959	861
	<u>37,652</u>	<u>32,894</u>

No trustees or anyone connected with them received reimbursement of expenses relating to their services as trustees.

13 Related party transactions

There are no related party transactions