STICK 'N' STEP

England & Wales · Charity number 1136997

Details

Status	Registered
Legal form	Charitable company
Company number	07257957
Registered	2010-07-21
Register	View on the Charity Commission register

Contact

Address	3 Croxteth Avenue Wallasey Wirral CH44 5UL
Phone	01516380888
Email	info@sticknstep.org
Website	www.sticknstep.org

Activities

Objects: TO ADVANCE THE EDUCATION AND RELIEVE SUFFERING OF CHILDREN AND YOUNG PEOPLE (AGED 0-25) WITH MOTOR DISORDERS IN PARTICULAR BY MEANS OF CONDUCTIVE EDUCATION. TO PROVIDE INFORMATION, ADVICE AND GUIDANCE TO THEIR FAMILIES AND CARERS.

Activities: Children who attend Stick 'n' Step all have cerebral palsy and other related motor disorders. They come from across the North West of England and North Wales to access our free conductive education sessions. Conductive Education (CE) is based on the premise that people with motor disorders learn best when teaching is tailored to their specific strengths and needs.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, People With Disabilities

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Geography

- **Area of benefit:** NOT DEFINED BUT IN PRACTICE, THE WIRRAL
- Bury
- Cheshire West & Chester
- Flintshire
- Knowsley
- Liverpool City
- Oldham
- St Helens
- Stockport
- Warrington
- Wirral

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£595,051	£665,322	£216,849	20
2024-08-31	£813,800	£652,747	£287,120	22
2023-08-31	£596,998	£743,732	£126,067	26
2022-08-31	£599,379	£693,088	£272,801	26
2021-08-31	£727,183	£675,634	£366,510	26

Trustees

Name	Role	Appointed
Alison Clare James		2017-06-27
Amanda Harris		2019-12-10
Ellis Robert Boothroyd Palmer		2020-12-10
Frank Davies		2019-06-27
Janet Ratcliffe		2025-01-01
PAUL JAMES RICHARDS		2013-04-23
Robert Michael Shorthouse		2017-06-27

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STICK 'N' STEP

England & Wales - Charity number 1136997

Accounts

Company registration number 07257957 (England and Wales)

Charity registration number 1136997 (England and Wales)

STICK 'N' STEP

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

STICK 'N' STEP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Richards R Shorthouse A James F Davies A Harris E Palmer J Kennedy J Ratcliffe	 (Appointed 19 March 2025)
Country of incorporation	United Kingdom (England and Wales)	07257957
Charity registration	England and Wales	1136997
Principal address	3 Croxteth Avenue Wallasey Merseyside CH44 5UL	
Registered office	3 Croxteth Avenue Wallasey Merseyside CH44 5UL	
Independent examiner	Mitchell Charlesworth (Audit) Limited Glebe Business Park Lunts Heath Road Widnes Cheshire WA8 5SQ	

STICK 'N' STEP

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STICK 'N' STEP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2025

The trustees present their annual report and financial statements for the year ended 31 August 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

Our Purpose
We enable, inspire and support children with cerebral palsy and their families.

Who we are
Stick 'n' Step provide free conductive education sessions to children with cerebral palsy. Our support improves mobility, independence and boosts self-confidence, enabling every child to reach their personal potential.

Conductive education is about active learning. Stick 'n' Step sessions incorporate play and music into structured routines to develop functional skills. Children and young people are motivated by working alongside their peers in a positive environment and are empowered to achieve realistic goals that are specific and relevant to them.

Strategies for achieving aims and objectives
At Stick 'n' Step we support the whole family. Regular attendance at our centre means that parents and extended family have the opportunity to meet others in a similar situation and they benefit from regular respite time whilst their children develop in the classroom.

Teddie's Story



Teddie started attending sessions at the age of one. He is now 3 years old and has made amazing progress. Unfortunately, Teddie still has no formal diagnosis. He has been seen by numerous specialists and has undergone extensive genetic testing, with no results so far, which is taking a toll on the mental health of his parents, Dave and Emma. Nevertheless, they are so proud of the steady progress Teddie has made in the past 2 years. The first milestone he achieved after starting sessions was rolling at around 15 months, then sitting around the age of 2 and soon after he started pulling up to standing. Around his third birthday he started crawling on his hands and knees and just recently took his first steps with a bit of support. He very much enjoys practising standing on our Galileo vibration machine, and we are hoping he'll soon be able to stand and then one day walk unaided.

Mum Emma wrote in our 2024 survey: "I would say that Stick 'n' Step has been most crucial in nurturing Teddie's physical development so far in his life. To see Teddie get excited when we arrive makes me feel incredibly happy."

Achievements and performance

Significant activities and achievements against objectives

Stick 'n' Step have seen some challenging times in the last few years, but nothing compares to the tragedy that struck in April 2025. Our classroom assistant, Shannon, fell ill on holiday abroad and died within the week. The staff had to deal with the shock of the bereavement but also the issues surrounding the repatriation of Shannon's body. This took a toll on every member of staff, and everyone struggled to understand how this could happen to a beautiful, vibrant young woman of 29. Grief counselling helped the team to understand how they could communicate the news to our children but also give the staff the permission to grieve themselves. Sessions resumed almost immediately after Easter with the team digging deep every day delivering the devastating news to the 15 sessions we hold every week. Every member of staff is to be commended for the way they handled themselves and carried out their daily sessions.

This year as a whole has been another successful year for Stick 'n' Step in terms of numbers of families supported. The numbers being supported has gone up yet again after last year's high. Throughout the year, a total of 128 families were supported by our committed team of staff and volunteers. The breakdown in terms of the age of children attending over the year was:

Pre-school (0-4) - 42
Primary (5-11) - 49
Secondary (12-16) - 22
Young adults (17-25) - 15

Our sessions improve the children's fine and gross motor skills and teach them basic life skills that most people would take for granted, e.g, walking (with or without a walking aid) talking, self-feeding, dressing/undressing, using the toilet independently etc. Our sessions, which are delivered in small groups, or on a 1-1 basis, include activity-based tasks, rhythmic routines, exercises, songs and educational play, all designed to improve each individual child's mobility, confidence and independence, and enable them to reach their full potential. CE is based on the premise that people with motor disorders can learn to better control their movements, and research into neural plasticity has shown that the human brain is capable of learning and adapting even after substantial injury. CE therefore combines elements of both education and rehabilitation and employs a wide array of strategies based on current evidence and best practice.

Each child has their own Individual Development Plan (IDP) with new goals and objectives set each year (in consultation with the family and depending on the age/ability of the child, the child themselves) designed to enable the child to learn new, or develop existing, skills that will help in everyday life. We have a child focused approach to everything we do to ensure the children feel supported, valued and included at all times. We look at what the children CAN do, not what they can't, and work closely with them to give them more confidence and encourage them to make independent decisions. Our work also helps increase a child's ability to express their feelings and thoughts which can have a positive impact on their emotional health and wellbeing.

The classroom team of conductors and classroom assistants, supported by volunteers, work closely with the children improving their self-belief and self-esteem which has a positive and far-reaching impact on their lives, as well as the lives of their families.

Our programme is designed to reduce a child's dependency on others and give them the best chance of leading a full, dignified and independent life.

Demand for our services remains high, at the end of August 2025 we had 5 families awaiting a place at Stick 'n' Step with a further 16 awaiting an Initial Consultation. The support service we offer is specialist, regular and free to access and there is a real need for it. We hope to be able to offer places to those on the waiting list next year so the children can start making progress towards their goals.

In September 2024 we started the second year of our Early Intervention programme for cerebral palsy and other neurological conditions. Funded for three years, the programme allowed us to take on babies as young as 6 months old in groups in a parent and child setting, although designed specifically for children under 3 to attend on a twice weekly basis. Increased frequency of CE sessions is expected to have a greater impact on children if started at an early age.

34 children attended our summer camp this year. Having trialled last year remaining open in Wallasey for an extra two weeks at the end of July, we found families appreciate the time off and up take was poor. The Wallasey team therefore went back to Barnstondale Activity Centre with 18 children across a week. The children had fun abseiling, wall climbing and getting down and dirty in the woods playing escape and invasion.

16 children attended summer camp from the Runcorn centre. One group of 4 children went to the Children's Adventure Farm, a 17th century farmhouse set in 10 acres of land in the heart of Cheshire. They were able to enjoy the outdoor sensory trail, feed the ducks, goats, sheep, and alpacas. Another group spent time in Warrington. They first went to an Escape Rooms to practice their powers of observation under a time pressure, followed by time in the Geek Retreat playing pool and board games. These activities allow our young adults time to just be themselves with their disability long forgotten, all under the watchful eye of our conductive staff. Shopping followed with our young adults wandering through the shopping centre together enjoying each other's company. Not only do these trips boost the confidence of our children and young people, but it also provided much needed respite for parents and siblings.

Staff completed specific training courses to maintain knowledge and best practice across the organisation, this included paediatric first aid, safeguarding training, fire marshal training and LOLER training. Three of the conductive team attended the annual conductive education conference and all the Wallasey team attended two sessions on grief counselling.
Volunteers remained a key part of the organisation, continuing to contribute to the smooth running of our sessions, key fundraising events as well as behind the scenes at each of our centres. The total amount of volunteering time over the year was 1450 hours.

The legal panel is in its third year with four firms on the panel. It has proved very successful by all parties with surgeries set up in the centres to facilitate conversations if desired. It is there to help in all aspects of legal support including Personal Injury, Clinical Negligence, Court of Protection, Wills, Trusts and Probate and Employment and Family Law. All four firms went through our due diligence process and are happily providing guidance if required.

For the second year running we held our Strictly Ball at Thornton Hall, Wirral. It's become our flagship event with 8 people taking on the challenge to learn to dance all in the space of 10 weeks. Performing dances such as the samba, jive, waltz and paso doble they all strutted their stuff and competed against each other to lift the coveted glitter ball.
Our annual golf day entered its 18th year. It moved to Pryors Hayes golf club in Cheshire 16 years ago and we haven't looked back since. 160 players took to the greens and played 18 holes of golf. This was followed by an auction, and prize giving ceremony, raising vital funds for the charity. Most players return year after year to support us, as the atmosphere is warm and welcoming from ourselves and the club.

Special thanks go to Rob Palmer for coming up with the idea 19 years ago and helping to bring it all together every May Bank Holiday.
We are pleased that our annual family survey once again demonstrated that families remain happy with our service, and we continue to make a significant impact in the lives of the children and young people we support. Here are some of the results and quotes from the survey.

99% of families said Stick 'n' Step has a positive impact on their child's self-confidence
"Stick 'n' Step have been instrumental in encouraging and supporting S's independence, thereby enhancing her enthusiasm and confidence. Examples: progressive improvement in mobility (walking), toileting, getting in and out of her wheelchair, getting in and out of the car etc. By sympathetic instruction and training Stick 'n' Step have instilled in S a 'can do it myself' attitude."
"Stick 'n' Step has had a truly transformative impact on W's self-confidence and motivation. This year has been particularly challenging, as he's become more self-aware and has struggled at times with fitting in. But the support he's received from Stick 'n' Step has made a huge difference. One of the most heartwarming changes we've seen is that W has finally started joining in with outside play at school—something he hadn't felt confident enough to do before. His self-esteem has grown, and it's clear that the encouragement and tailored support he receives at Stick 'n' Step have played a big part in that."
"Helping G in everyday things for example putting his own shoes on or learning how to use everyday items which is massive for G particularly going to senior school he is so self-conscious of his disability but the constant work by the staff in Wallasey brings G out of his shell and belief he can achieve".
96% of families felt that Stick 'n' Step's support had a positive impact on their child's mental health
"Stick 'n' Step's support has had a hugely positive impact on W's mental health. Over the past year, as he's become more self-aware, he's faced some emotional challenges around fitting in and feeling different. The team at Stick 'n' Step have been incredible in helping him navigate these feelings. They've created a space where he feels safe, accepted, and valued for who he is. This sense of belonging, combined with the encouragement he receives, has really boosted his self-esteem and emotional resilience. He's more positive, more willing to try new things, and he's starting to believe in himself again. It's been a real turning point for him—and for us as a family."
"Stick 'n' Step has had a significant impact upon P's mental health in a positive capacity. P has struggled at times to accept her limitations (physical and brain processing) which has had an impact on her ability to emotionally regulate. Knowing P can attend Stick 'n' Step weekly and be her authentic self without worry has been invaluable. P adores all the staff at Stick 'n' Step and enjoys seeing them and also spending the sessions with the other children too. Some of whom P has known for over 10 years and has genuinely friendships with."
'Built confidence, sense of belonging, community interaction, self-confidence - all contributing to positive mental health and self-image / self-awareness. Also, the additional support received in April this year was incredibly well handled in my opinion".
What is the most effective element of our programme for your child?
"Giving her the chance to do things that medical professionals have said that she can never do".
"The support from Stick 'n' Step is so important in our lives. We love attending our session each week. Probably the most effective element of the programme we feel would be the group work - working alongside children with similar difficulties. The way in which CE teaches our children to move and walk eg ladder chairs, sticks, bars, these are all brilliant opportunities which I know we wouldn't have any access to if it wasn't for Stick 'n' Step".

"I feel S's independence has improved so much by attending Stick 'n' Step. This has been achieved by not only teaching physical skills but by instilling a 'can do' attitude into S".
"For W, the most effective elements of the Stick 'n' Step programme have been the sense of belonging and the specialised mobility training. Feeling part of a supportive community where he's understood and celebrated has made a huge difference to his confidence and emotional wellbeing. He looks forward to every session and feels proud to be part of something so positive. At the same time, the tailored mobility training has been incredibly effective. The exercises and equipment are perfectly suited to his needs, and we've seen real progress in his strength, balance, and independence. The combination of emotional support and expert physical development is what makes Stick 'n' Step so special for us".

And finally we asked our families if are there any areas where you feel our service could be improved?
"I think you all do an amazing job. Just thank you for letting us be part of your family."
"Not at all. If K could come to Stick 'n' Step every day instead of school, I'd love it. I feel she gets more out of Stick 'n' Step than actual school. Due to illnesses K has missed such a lot this year. But aiming our best to get her in as it's so beneficial to her mentally and physically. She, like me loves the staff and has friends she can relate with".
"Love this service and the people who are involved. We are so lucky to have this".
"No. Stick 'n' Step are fabulous and I can't express enough how inspirational all the staff have been during the loss of Shannon this year too".

"I think it's great. We are so pleased with the support we get, and we value the sessions so much."

Financial review

The year to 31 August 2025 has been a challenging year financially for Stick 'n' Step but we have kept a very close eye on expenditure and looked to reduce as many bills as possible by securing cheaper rates. The Cost-of-Living crisis has continued to have significant impact on our ability to network and build new relationships, particularly within the corporate world, with businesses still reluctant to engage financially, preferring to donate volunteer hours. We have also seen the income from Trusts & Grants fall from the previous years when emergency funding was available. We know demand for grants has increased exorbitantly and waiting times for outcomes is now running at about 8 months, so forward planning is more vital than ever.
The charity received income of £595,051 for the year (2024 - £813,800). Expenditure during the year was £665,322 (2024 - £652,747), of this £505,917 (2024 - £510,493) was spent on the direct activities for providing conductive education services to children and young people.
This has resulted in a deficit of £70,271 for the year to August 31, 2025, and results in our unrestricted reserves being held at £14,037 (2024 - £69,839). This has proved to be a challenging year for the charity to continue to provide vital specialist support to families across the North West of England. Strong financial governance from trustees and management, combined with continued growth in community and corporate fundraising income will be critical for Stick 'n' Step to improve this position in what we expect to be a continued challenging fundraising environment in 2025-26.

Paul Richards, Treasurer

Reserves Policy

Trustees recognise that there are risks associated with each stream of income and expenditure being different from that budgeted, which has the potential for significant impact on reserve levels. Having a reserves policy equivalent to a range of months of operating costs enables trustees to monitor and manage this risk and allows time to develop new sources of income or cut-back on related expenditure if needed.

The trustees have resolved to keep reserve funds in the range of three to six months of operating costs based on the current year's expenditure. Based on this year's expenditure, three months of operating costs equates to £163,186 and the board continues to manage expenditure to meet this target. Monthly management accounts are produced and examined by the chair and the treasurer; further scrutiny of the financial position is monitored at board meetings. The board believes that reserves should be kept at this level to ensure the charity can run efficiently and meet the needs of its on-going service, whilst ensuring that funding is driven to the front line of our work as quickly and readily as possible.

Investment policy

Stick 'n' Step does not currently hold any free reserves in investments, however funds which are surplus to that required for day-to-day expenditure are held in a different savings account.

Risk Management

The charity upholds a risk policy, as a formal acknowledgement that the trustee board is committed to maintaining a strong risk management framework. The aim of this policy is to ensure that the charity makes every effort to manage risk appropriately.

The policy outlines the risk management strategy, which comprises:

- A consistent framework and protocol for determining appetite for and tolerance of risk
- An annual review of the risks the charity may face within the charity's risk register
- The establishment of systems and procedures to mitigate the risks identified
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

Management of risk is an integral part of our planning and project management processes, with risks identified and assessed as we develop our plans each year. The major risks that have been identified and are mitigated are as follows:

1. Poor quality service causes harm to a service user or member of staff.

Mitigation: Annual assessment of staff training needs with specific focus on safeguarding and first aid. The charity has three members of staff trained as Designated Safeguarding Officers. Activity specific risk assessments are completed and reviewed annually. Staff are trained in safeguarding, paediatric first aid and manual handling to ensure we have the capability and capacity to operate effectively and safely.

1. Insufficient funds raised causing interruption to operational service and progress of strategic aims.

Mitigation: Monthly monitoring between CEO and the treasurer, including cash flow forecasting to ensure there is an up-to-date forecast of the charity's financial position to the end of the financial year. We review our reserves policy and long-term financial plans annually to ensure that they remain relevant and keep reflecting the charity's current status.

1. Brexit deterring international conductors (our specialist teachers) from working in the UK

Mitigation: Our Chief Executive is in dialogue with other CE centres around the country leading to the ability to discuss topical issues. Training has taken place to enable our conductors to train and mentor students studying their CE degree in the UK. We also have career paths mapped out

Structure, governance and management

The charity is a company limited by guarantee.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

As its main activity, the charity must have charitable purposes or 'aims' that are for the public benefit. The Charities Act 2011 provides specific descriptions of charitable purposes that are for public benefit and the category that our work falls into is the 'relief of those in need because of youth, age, ill-health, disability, financial hardship or other disadvantage'.

The objects as stated in our Articles of Association (18th May 2010) are:

To advance the education and relieve suffering of primarily children with motor disorders and provide information, advice and guidance to their families and carers in particular by means of conductive education.

Stick 'n' Step have families travelling from across the North West of England and North Wales to access our support.

C Hewitt	(Resigned 19 March 2025)
P Richards	
R Shorthouse	
A James	
F Davies	
A Harris	
E Palmer	
J Kennedy	
J Ratcliffe	(Appointed 19 March 2025)

Trustee recruitment and appointment

An annual review of the trustees' attendance and professional knowledge is carried out to ensure that a broad range of skills and experience is available to guide and govern the charity. This process identifies any skills gaps, which enables the charity to address these via recruitment of new trustees. Trustee positions are advertised through the charity's website, its network of supporters and via external channels (Doit.org/Reach Volunteering). All candidates are asked to submit their CV and a statement of support to show why they want to take the position. All candidates meet with the Chief Executive and the trustee selection panel, before a proposal is agreed by the board of trustees.

All new trustees have a structured induction to the organisation. There is an induction pack which includes; a copy of the Charity Commission's information booklet 'The Essential Trustee', a copy of Stick 'n' Step's Articles of Association, the business plan and minutes of recent board meetings. New trustees have an induction meeting to brief them on their legal obligations under charity and company law, the committee and decision making processes, the business plan and recent financial performance of the charity. New trustees also have the opportunity to observe a board meeting before taking up the role.

All trustees are encouraged to attend appropriate external events where these will facilitate the undertaking of their role and also to attend Stick 'n' Step events to meet with service users.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Key Management Personnel
The trustees consider the key management personal to be the Chief Executive, Head of Conductive Education and Head of Fundraising.
The trustees have delegated significant authority and responsibility to the Chief Executive in the day-to-day running of the charity, who has authority and responsibility for planning, directing and controlling the activities of the charity on a day-to-day basis.
All trustees give of their time freely and no trustee received remuneration in the year.
The pay of the staff is reviewed annually. In view of the nature of the charity, the trustees benchmark against pay levels in other charities of a similar size.

The trustees' report was approved by the Board of Trustees.



.....
R Shorthouse
Trustee

Date: 15/01/2026

STICK 'N' STEP

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STICK 'N' STEP

I report to the trustees on my examination of the financial statements of Stick 'N' Step (the charity) for the year ended 31 August 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, 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 that in any material respect:

1 Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 The financial statements do not accord with those records; or

3 the financial statements 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 financial statements 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 financial statements to be reached.

John Davies
Mitchell Charlesworth (Audit) Limited
Glebe Business Park
Lunts Heath Road
Widnes
Cheshire
WA8 5SQ

Dated: 16/01/2026

STICK 'N' STEP

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total 2024 £
Income from:									
Donations and legacies	**2**	212,607	8,500	-	221,107	215,077	6,603	180,000	401,680
Charitable activities	**3**	15,911	293,237	-	309,148	13,291	322,512	-	335,803
Other trading activities	**4**	60,702	-	-	60,702	74,047	-	-	74,047
Investments	**5**	4,094	-	-	4,094	2,270	-	-	2,270
Total income and endowments		293,314	301,737	-	595,051	304,685	329,115	180,000	813,800
Expenditure on:									
Raising funds	**6**	152,205	7,200	-	159,405	134,976	7,278	-	142,254
Charitable activities									
Providing conductive education	**7**	196,911	309,006	-	505,917	160,151	350,342	-	510,493
Total expenditure		349,116	316,206	-	665,322	295,127	357,620	-	652,747
Net income/(expenditure)		(55,802)	(14,469)	-	(70,271)	9,558	(28,505)	180,000	161,053

STICK 'N' STEP

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total 2024 £
Net income/(expenditure)		(55,802)	(14,469)	-	(70,271)	9,558	(28,505)	180,000	161,053
Transfers between funds		-	30,000	(30,000)	-	-	30,000	(30,000)	-
Net movement in funds	**10**	(55,802)	15,531	(30,000)	(70,271)	9,558	1,495	150,000	161,053
Reconciliation of funds:									
Fund balances at 1 September 2024		69,839	67,281	150,000	287,120	60,281	65,786	-	126,067
Fund balances at 31 August 2025		14,037	82,812	120,000	216,849	69,839	67,281	150,000	287,120

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

STICK 'N' STEP

SUMMARY INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	All income funds	
	2025	**2024**
	£	**£**
Gross income	595,051	633,800
Transfer from endowment funds	30,000	30,000
Total income in the reporting period	625,051	663,800
Total expenditure from income funds	665,322	652,747
Net (expenditure)/income for the year	(40,271)	11,053

STICK 'N' STEP

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**14**		15,177		23,911
Current assets					
Debtors	**15**	8,231		1,782	
Cash at bank and in hand		210,302		279,567	
		218,533		281,349	
Creditors: amounts falling due within one year	**16**	(16,861)		(18,140)	
Net current assets			201,672		263,209
Total assets less current liabilities			216,849		287,120
The funds of the charity					
Endowment funds	**17**		120,000		150,000
Restricted income funds	**18**		82,812		67,281
Unrestricted funds	**19**		14,037		69,839
			216,849		287,120

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 15/01/2026

Paul Richards

.....	.....
P Richards	R Shorthouse
Trustee	**Trustee**

STICK 'N' STEP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**22**		(63,216)		160,415
Investing activities					
Purchase of tangible fixed assets		(10,143)		-	
Investment income received		4,094		2,270	
Net cash (used in)/generated from investing activities			(6,049)		2,270
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(69,265)		162,685
Cash and cash equivalents at beginning of year			279,567		116,882
Cash and cash equivalents at end of year			210,302		279,567

1 Accounting policies

Charity information

Stick 'N' Step is a private company limited by guarantee incorporated in England and Wales. The registered office is 3 Croxteth Avenue, Wallasey, Merseyside, CH44 5UL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	12.5%/20% Straight line
Fixtures, fittings & equipment	20% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total 2024 £
Donations and gifts	212,607	8,500	-	221,107	215,077	6,603	180,000	401,680

3 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Grants received	15,911	293,237	309,148	13,291	322,512	335,803

Included within restricted grant income is an amount of £104,778 from the National Lottery Community Fund, programme "Reaching Communities".

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	60,702	74,047

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	4,094	2,270

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Staging fundraising events	38,239	-	38,239	35,233	-	35,233
Advertising	-	7,200	7,200	-	7,278	7,278
Staff costs	113,966	-	113,966	99,743	-	99,743
	152,205	7,200	159,405	134,976	7,278	142,254

7 Expenditure on charitable activities

	Providing Conductive Education 2025 £	Providing Conductive Education 2024 £
Direct costs		
Staff costs	308,564	319,380
Depreciation and impairment	18,876	17,240
Children's christmas party and summer camp	6,883	2,612
Equipment and class materials	4,649	8,347
Insurance	7,352	7,187
Licenses and subscriptions	3,749	3,494
Miscellaneous expenses	204	157
Rent, rates and maintenance	6,622	11,453
Heat, light and utilities	12,953	12,100
	369,852	381,970
Share of support and governance costs (see note 9)		
Support	120,157	109,522
Governance	15,908	19,001
	505,917	510,493
Analysis by fund		
Unrestricted funds	196,911	160,151
Restricted funds	309,006	350,342
	505,917	510,493

8 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2025 £	2024 £
Aggregate compensation	135,570	112,150

9 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	87,921	82,790
Other office costs	32,236	26,733
Governance costs	15,908	19,000
	136,065	128,523
Analysed between:		
Charitable activities	136,065	128,523

10 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,562	2,370
Depreciation of owned tangible fixed assets	18,876	17,240

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

12 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Total staff	20	22

Employment costs	2025	2024
	£	£
Wages and salaries	466,077	459,665
Social security costs	34,909	32,600
Other pension costs	9,462	9,650
	510,448	501,913

There were no employees whose annual remuneration was more than £60,000.

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Total
	£	£	£
Cost			
At 1 September 2024	314,109	131,085	445,194
Additions	-	10,143	10,143
At 31 August 2025	314,109	141,228	455,337
Depreciation and impairment			
At 1 September 2024	301,623	119,661	421,284
Depreciation charged in the year	12,486	6,390	18,876
At 31 August 2025	314,109	126,051	440,160
Carrying amount			
At 31 August 2025	-	15,177	15,177
At 31 August 2024	12,487	11,424	23,911

15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Prepayments and accrued income	8,231	1,782

16 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	11,067	7,426
Other creditors	3,232	5,295
Accruals and deferred income	2,562	5,419
	16,861	18,140

17 Endowment funds

Endowment funds represent assets which may either be held permanently by the charity or may be expendable. The charity has the following endowment funds:

	At 1 September 2024	Incoming resources	Transfers	At 31 August 2025
	£	£	£	£
Expendable endowments				
The Edward Gostling Fund	150,000	-	(30,000)	120,000

Previous year:	At 1 September 2023	Incoming resources	Transfers	At 31 August 2024
	£	£	£	£
Expendable endowments				
The Edward Gostling Fund	-	180,000	(30,000)	150,000

The Edward Gostling Foundation has provided a gift towards funding the cost of the provision of services over a period of six years after which the remaining capital or income may be used for any purpose that furthers the charitable objects of the charity.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	At 1 September 2024	Incoming resources	Resources expended	Transfers	At 31 August 2025
	£	£	£	£	£
	67,281	301,737	(316,206)	30,000	82,812

Previous year:	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
	65,786	329,115	(357,620)	30,000	67,281

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2024 £	Incoming resources £	Resources expended £	At 31 August 2025 £
General funds	69,839	293,314	(349,116)	14,037

Previous year:	At 1 September 2023 £	Incoming resources £	Resources expended £	At 31 August 2024 £
General funds	60,281	304,685	(295,127)	69,839

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total 2025 £
At 31 August 2025:				
Tangible assets	13,977	1,200	-	15,177
Current assets/(liabilities)	60	81,612	120,000	201,672
	14,037	82,812	120,000	216,849

	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total 2024 £
At 31 August 2024:				
Tangible assets	8,919	14,992	-	23,911
Current assets/(liabilities)	60,920	52,289	150,000	263,209
	69,839	67,281	150,000	287,120

21 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	2,537	2,537
Between two and five years	1,140	3,677
	3,677	6,214

22 Cash (absorbed by)/generated from operations

	2025	2024
	£	£
(Deficit)/surplus for the year	(70,271)	161,053
Adjustments for:		
Investment income recognised in statement of financial activities	(4,093)	(2,270)
Depreciation and impairment of tangible fixed assets	18,876	17,240
Movements in working capital:		
(Increase)/decrease in debtors	(6,449)	1,425
(Decrease) in creditors	(1,279)	(17,033)
Cash (absorbed by)/generated from operations	(63,216)	160,415

23 Analysis of changes in net funds

The charity had no material debt during the year.

STICK 'N' STEP

England & Wales - Charity number 1136997

Accounts

Charity registration number 1136997

Company registration number 07257957 (England and Wales)

STICK 'N' STEP

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

STICK 'N' STEP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Hewitt P Richards R Shorthouse A James F Davies A Harris E Palmer J Kennedy
Charity number	1136997
Company number	07257957
Principal address	3 Croxteth Avenue Wallasey Merseyside CH44 5UL
Registered office	3 Croxteth Avenue Wallasey Merseyside CH44 5UL
Independent examiner	Mitchell Charlesworth (Audit) Limited Glebe Business Park Lunts Heath Road Widnes Cheshire WA8 5SQ

STICK 'N' STEP

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STICK 'N' STEP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report and financial statements for the year ended 31 August 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

Our Purpose

We enable, inspire and support children with cerebral palsy and their families.

Who we are

Stick 'n' Step provide free conductive education sessions to children with cerebral palsy. Our support improves mobility, independence and boosts self-confidence, enabling every child to reach their personal potential.

Conductive education is about active learning. Stick 'n' Step sessions incorporate play and music into structured routines to develop functional skills. Children and young people are motivated by working alongside their peers in a positive environment and are empowered to achieve realistic goals that are specific and relevant to them.

Strategies for achieving aims and objectives
At Stick 'n' Step we support the whole family. Regular attendance at our centre means that parents and extended family have the opportunity to meet others in a similar situation and they benefit from regular respite time whilst their children develop in the classroom.

Elsa's Story

Elsa was almost 3 years old when she was diagnosed with spastic diplegia which is a type of Cerebral Palsy (CP) causing muscle stiffness mainly in the legs, with the arms less affected or not affected at all. People with spastic diplegia might have difficulty walking because tight hip and leg muscles cause their legs to pull together, turn inward, and cross at the knees. Elsa's Mum learned about Stick 'n' Step at a local support group and a few months after Elsa's 3rd birthday, we welcomed her to join in with our weekly Conductive Education sessions.

Each week, Elsa's Dad, Neil, takes the afternoon off work to make sure she gets to her session. Elsa's parents say, "it's a juggle with us both working but it's worth it!". With the commitment of her family, Elsa's sheer determination and the love, care and expertise shared with Elsa from our Conductive Education team, Elsa took her first steps at Stick 'n' Step!

Elsa's Mum, Jenna, says – "I'll NEVER forget those first wobbly steps! It's hard to put it into words how it made me feel – such a mixture of emotions, I have tears just thinking about it! Pride, excitement, happiness, relief, worry all rolled in to one".





Elsa's Stick 'n' Step sessions are beneficial for her socially as she gets to spend time with her friends and is surrounded by children who have the same challenges as her. At school, she often feels like she stands out as different, which can sometime bother her. At Stick 'n' Step, she doesn't have to worry about this! It so important for her to be around other children with CP – she just doesn't get to experience this regularly anywhere else.

Since attending Stick 'n' Step, Elsa has developed so much physically. Being able to walk up steps, run, jump, getting up and down curbs independently, riding an adapted trike, riding a bike with stabilisers, learning to swim without armbands, dressing herself, using the toilet independently, just to name a few.

Stick 'n' Step have not only supported Elsa, but have also provided a support network for parents, Jenna and Neil. "It's been lovely to have a community of support, from both the staff and the families. I've often asked questions of the staff who are experts in the field, and some have even come in to speak to school with recommendations and EHCP support etc. I'm so grateful for that and I don't know where we'd have been without it!"

Achievements and performance

Significant activities and achievements against objectives

This year has been another challenging but successful year for Stick 'n' Step. We have supported more families than ever before. Throughout the year, a total of 125 families were supported by our committed team of staff and volunteers. The breakdown in terms of the age of children attending over the year was:

Pre-school (0-4) - 24
Primary (5-11) - 56
Secondary (12-16) - 19
Young adults (17-25) - 10

Our sessions improve the children's fine and gross motor skills and teach them basic life skills that most people would take for granted, e.g, walking (with or without a walking aid) talking, self-feeding, dressing/undressing, using the toilet independently etc. Our sessions, which are delivered in small groups, or on a 1-1 basis, include activity-based tasks, rhythmic routines, exercises, songs and educational play, all designed to improve each individual child's mobility, confidence and independence, and enable them to reach their full potential. CE is based on the premise that people with motor disorders can learn to better control their movements, and research into neural plasticity has shown that the human brain is capable of learning and adapting even after substantial injury. CE therefore combines elements of both education and rehabilitation and employs a wide array of strategies based on current evidence and best practice.

Each child has their own Individual Development Plan (IDP) with new goals and objectives set each year (in consultation with the family and depending on the age/ability of the child, the child themselves) designed to enable the child to learn new, or develop existing, skills that will help in everyday life. We have a child focused approach to everything we do to ensure the children feel supported, valued and included at all times. We look at what the children CAN do, not what they can't, and work closely with them to give them more confidence and encourage them to make independent decisions. Our work also helps increase a child's ability to express their feelings and thoughts which can have a positive impact on their emotional health and wellbeing.

The classroom team of conductors and classroom assistants, supported by volunteers, work closely with the children improving their self-belief and self-esteem which has a positive and far-reaching impact on their lives, as well as the lives of their families.

Our programme is designed to reduce a child's dependency on others and give them the best chance of leading a full, dignified and independent life.

Demand for our services remains high, at the end of August 2024 we had 8 families awaiting a place at Stick 'n' Step with a further 12 awaiting an Initial Consultation. The support service we offer is specialist, regular and free to access and there is a real need for it. We hope to be able to offer places to those on the waiting list next year so the children can start making progress towards their goals.

In September 2023 we launched our pilot Early Intervention programme for cerebral palsy and other neurological conditions. Funded for three years, the pilot enabled us to improve the facilities at both centres to accommodate the delivery of the programme. It allowed us to take on babies as young as 6 months old in groups in a parent and child setting, although designed specifically for children under 3 to attend on a twice weekly basis. Increased frequency of CE sessions is expected to have a greater impact on children if started at an early age.

25 children attended our summer camp this year. For the first time ever, we only ran the camp for our Runcorn children. The Wallasey centre remained open during the last 2 weeks of July and ran our normal weekly sessions. This was a first and analysis needs to take place to see if the families preferred this to the annual camp, allowing all children to continue their regular sessions until the end of July and only having 4 weeks off in the summer. The long summer holidays are always dreaded as the routine of coming to Stick 'n' Step is broken and takes a while to get re-established.

The 25 children attending the Runcorn summer camp joined us for a variety of activities. Several of the teenagers were invited to sleep over at the centre, having been out shopping during the day and then movie night and pizza during the evening. A fun time was had by all whilst practising their cooking skills and honing their independent living skills. For one or two it was a refreshing change to stay out as the opportunities to do so, don't come around very often given their need of specialist equipment such as hoists to get around their surroundings.

One group of 6 children went to the Children's Adventure Farm, a 17th century farmhouse set in 10 acres of land in the heart of Cheshire. They were able to enjoy the outdoor sensory trail, feed the ducks, goats, sheep, and alpacas.

A group of 12 went to SPACE in Chester an accessible play facility hired exclusively for our children. Again, a good time was had by all.

Not only did these trips boost the confidence of our children and young people, it also provided much needed respite for parents and siblings.

In July we held our second family fun day at the beautiful Cheshire View which is in the heart of the picturesque Cheshire countryside. The sun shone, over 200 people attended and all enjoyed amongst other things, the bouncy castle, face painting, sensory play and soft play. The day was designed around accessibility for all abilities with a quiet sensory area set up inside for those needing a little time away from the all the activities going on outside.

Staff completed specific training courses to maintain knowledge and best practice across the organisation, this included paediatric first aid, safeguarding training, and fire marshal training. Four also completed Ei Smart training. This is an evidence-based framework to give high risk babies the best start in life. Knowledge gained from this, assists with our new early years programme. One of our classroom assistants completed the L6 qualification in Childhood Development, whilst another embarked on year two of a Multidisciplinary Conductor course. We aim to continue with our internal development of our team to ensure we have the skills and expertise to support our existing and new families in the years to come.

Volunteers remained a key part of the organisation, continuing to contribute to the smooth running of our sessions, key fundraising events as well as behind the scenes at each of our centres. The total amount of volunteering time over the year was 837 hours.

The legal panel is in its second year when we extended the invitation to a fourth firm to join. It has proved very successful by all parties with surgeries set up in the centres to facilitate conversations if desired. It is there to offer assistance in all aspects of legal support including Personal Injury, Clinical Negligence, Court of Protection, Wills, Trusts and Probate and Employment and Family Law. All four firms went through our due diligence process and are happily providing guidance if required.

For the second year running we held our Strictly Ball at Thornton Hall, Wirral. It's become our flagship event with 9 people taking on the challenge to learn to dance all in the space of 10 weeks. Performing dances such as the samba, jive, waltz and paso doble they all strutted their stuff and competed against each other in order to lift the coveted glitter ball.

Alongside the Strictly ball our annual golf day entered its 18th year. It moved to Pryors Hayes golf club in Cheshire 16 years ago and we haven't looked back since. 160 players took to the greens and played 18 holes of golf. This was followed by an auction, prize giving ceremony and a game of bingo, raising vital funds for the charity. Most players return year after year to support us, as the atmosphere is warm and welcoming from ourselves and the club.

We are pleased that our annual family survey once again demonstrated that families remain happy with our service, and we continue to make a significant impact in the lives of the children and young people we support. Here are some of the results and quotes from the survey.

99% of families said Stick 'n' Step has a positive impact on their child's self-confidence

"He is more comfortable in his own self & disabled identity and able to not be as phased now by ableist people and so can carry himself better through the world to make more connections and have opportunities"

"My son has come on leaps and bounds at SnS. From the familiar songs, to "work out" exercises, he loves it at the lessons and repeating them at home. The staff are all so lovely and bring out the best in every child."

"He has gained so much confidence going to new places, seeing new people and not getting overwhelmed with different sounds, lights or touch".

95% of families felt that Stick 'n' Step's support had a positive impact on their child's mental health

"The support and community has helped the whole family feel "seen", supported and accepted."

"M has been struggling mentally for a couple of years and I do genuinely believe that SnS have been the one thing M has always been able to depend on, like a light in the darkness."

"The sessions have given E confidence in who she is. I feel the staff always encourage the children and also help to explain and tackle tricky subjects such as puberty and just being different. E comes out of her session happy and confident and full of laughter which is so important to E and us."

"I think in the group class he has been able to hear different sounds, music and get used to other people. It's helped him learn to get used to the noises of the world and he no longer gets upset when we go out. He used to have a meltdown everywhere we went as it was too much for him. He's a lot happier day to day".

99% of families were asked if they felt that Stick 'n' Step helped to create an environment where people feel they can thrive.

"Team are amazing with all the children."

"This is definitely the environment where T thrives the most."

"I'm eternally grateful for the help SnS gives my son."

"There is no where as positive as SnS. The most positive place on earth".

"The staff are unbelievably supportive, and you can tell that they care. They make the children feel comfortable and happy".

98% of families believe Stick 'n' Step has a positive effect on the family's mental health.

"We don't feel so alone, feel more able to cope with the challenges we will face in the future."

"We would have been lost a long time ago without your support".

"I would never have survived through this journey with my son, without the help and support from all at SnS".

"I'd be lost without SnS and the people I've met there".

"You provide support. The staff have time and empathy, and we have so many friends".

Financial review

The year to 31 August 2024 has been another challenging year financially for Stick 'n' Step. We have kept a very close eye on expenditure, and have achieved savings in employee costs, having not replaced staff who left during the year. This has not affected our ability to provide sessions. Coming out of COVID-19 and being thrust into a Cost-of-Living crisis has continued to have significant impact on our ability to raise funds and build new relationships, particularly within the corporate world. We have maintained income from Trusts & Grants during the year which is a real positive, as we know demand for grants has increased exorbitantly and waiting times for outcomes is now running at about 6 months. Forward planning and timely applications are more vital than ever.

The charity received income of £813,800 for the year (2023 - £596,998). A large part of this increase is the result of receiving much needed endowment funds from the Edward Gosling Trust totalling £180,000. Expenditure during the year was £652,747 (2023 - £743,732), of this £510,493 (2023 - £569,448) was spent on the direct activities for providing conductive education services to children and young people.

This has resulted in a surplus of £161,053 for the year to August 31 2024, and results in our unrestricted reserves increased to £69,839 (2023 - £60,281). This has proved to be a challenging year for the charity to continue to provide vital specialist support to families across the North West of England. Strong financial governance from trustees and management, combined with continued growth in community and corporate fundraising income will be critical for Stick 'n' Step to improve this position in what we expect to be a continued competitive fundraising environment in 2024-25.

Paul Richards, Treasurer

Reserves Policy

Trustees recognise that there are risks associated with each stream of income and expenditure being different from that budgeted, which has the potential for significant impact on reserve levels. Having a reserves policy equivalent to a range of months of operating costs enables trustees to monitor and manage this risk and allows time to develop new sources of income or cut-back on related expenditure if needed.

The trustees have resolved to keep reserve funds in the range of three to six months of operating costs based on the current year's expenditure. Based on this year's expenditure, three months of operating costs equates to £163,187 and the board continues to manage expenditure to meet this target. Monthly management accounts are produced and examined by the chair and the treasurer, further scrutiny of the financial position is monitored at board meetings. The board believes that reserves should be kept at this level to ensure the charity can run efficiently and meet the needs of its on-going service, whilst ensuring that funding is driven to the front line of our work as quickly and readily as possible.

Investment policy

Stick 'n' Step does not currently hold any free reserves in investments, however funds which are surplus to that required for day-to-day expenditure are held in a different savings account.

Risk Management

The charity upholds a risk policy, as a formal acknowledgement that the trustee board is committed to maintaining a strong risk management framework. The aim of this policy is to ensure that the charity makes every effort to manage risk appropriately.

The policy outlines the risk management strategy, which comprises:

- A consistent framework and protocol for determining appetite for and tolerance of risk
- An annual review of the risks the charity may face within the charity's risk register
- The establishment of systems and procedures to mitigate the risks identified
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

Management of risk is an integral part of our planning and project management processes, with risks identified and assessed as we develop our plans each year. The major risks that have been identified and are mitigated are as follows:

1. *Poor quality service causes harm to a service user or member of staff.*

Mitigation: Annual assessment of staff training needs with specific focus on safeguarding and first aid. The charity has three members of staff trained as Designated Safeguarding Officers. Activity specific risk assessments are completed and reviewed annually. Staff are trained in safeguarding, paediatric first aid and manual handling to ensure we have the capability and capacity to operate effectively and safely.

2. *Insufficient funds raised causing interruption to operational service and progress of strategic aims.*

Mitigation: Monthly monitoring between CEO and the treasurer, including cash flow forecasting to ensure there is an up-to-date forecast of the charity's financial position to the end of the financial year. We review our reserves policy and long-term financial plans annually to ensure that they remain relevant and keep reflecting the charity's current status.

3. *Brexit deterring international conductors (our specialist teachers) from working in the UK*

Mitigation: Our Chief Executive is a committee member of the Conductive Education (CE) Consortium UK which bring together CE centres across the UK, this has strengthened our network. Training is in place to enable our conductors to train and mentor students studying their CE degree in the UK. We also have career paths mapped out for internal staff to train to become conductors, we currently have one classroom assistant training to become a conductor via the National Institute of Conductive Education.

Structure, governance and management

The charity is a company limited by guarantee.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

As its main activity, the charity must have charitable purposes or 'aims' that are for the public benefit. The Charities Act 2011 provides specific descriptions of charitable purposes that are for public benefit and the category that our work falls into is the 'relief of those in need because of youth, age, ill-health, disability, financial hardship or other disadvantage'.

The objects as stated in our Articles of Association (18th May 2010) are:
To advance the education and relieve suffering of primarily children with motor disorders and provide information, advice and guidance to their families and carers in particular by means of conductive education.

Stick 'n' Step have families travelling from across the North West of England and North Wales to access our support.

C Hewitt
P Richards
R Shorthouse
A James
F Davies
D Upton (Resigned 3 March 2024)
A Harris
E Palmer
J Kennedy

Trustee recruitment and appointment

An annual review of the trustees' attendance and professional knowledge is carried out to ensure that a broad range of skills and experience is available to guide and govern the charity. This process identifies any skills gaps, which enables the charity to address these via recruitment of new trustees. Trustee positions are advertised through the charity's website, its network of supporters and via external channels (Doit.org/Reach Volunteering). All candidates are asked to submit their CV and a statement of support to show why they want to take the position. All candidates meet with the Chief Executive and the trustee selection panel, before a proposal is agreed by the board of trustees.

All new trustees have a structured induction to the organisation. There is an induction pack which includes; a copy of the Charity Commission's information booklet 'The Essential Trustee', a copy of Stick 'n' Step's Articles of Association, the business plan and minutes of recent board meetings. New trustees have an induction meeting to brief them on their legal obligations under charity and company law, the committee and decision making processes, the business plan and recent financial performance of the charity. New trustees also have the opportunity to observe a board meeting before taking up the role.

All trustees are encouraged to attend appropriate external events where these will facilitate the undertaking of their role and also to attend Stick 'n' Step events to meet with service users.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Key Management Personnel

The trustees consider the key management personal to be the Chief Executive, Head of Conductive Education and Head of Fundraising.

The trustees have delegated significant authority and responsibility to the Chief Executive in the day-to-day running of the charity, who has authority and responsibility for planning, directing and controlling the activities of the charity on a day-to-day basis.

All trustees give of their time freely and no trustee received remuneration in the year.

The pay of the staff is reviewed annually. In view of the nature of the charity, the trustees benchmark against pay levels in other charities of a similar size.

The trustees' report was approved by the Board of Trustees.



.....
R Shotton
2025-Feb-28 14:06
Trustee

Date: .....

STICK 'N' STEP

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STICK 'N' STEP

I report to the trustees on my examination of the financial statements of Stick 'N' Step (the charity) for the year ended 31 August 2024.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, 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 that in any material respect:

1 Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 The financial statements do not accord with those records; or

3 the financial statements 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 financial statements 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 financial statements to be reached.



John Davies
Mitchell Charlesworth (Audit) Limited
Glebe Business Park
Lunts Heath Road
Widnes
Cheshire
WA8 5SQ

Dated: 5 March 2025

STICK 'N' STEP

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:								
Donations and legacies	**2**	215,077	6,603	180,000	401,680	214,649	-	214,649
Charitable activities	**3**	13,291	322,512	-	335,803	26,504	303,947	330,451
Other trading activities	**4**	74,047	-	-	74,047	51,498	-	51,498
Investments	**5**	2,270	-	-	2,270	400	-	400
Total income and endowments		304,685	329,115	180,000	813,800	293,051	303,947	596,998
Expenditure on:								
Raising funds	**6**	134,976	7,278	-	142,254	167,439	6,845	174,284
Charitable activities								
Providing Conductive education	**7**	160,151	350,342	-	510,493	214,866	354,582	569,448
Total expenditure		295,127	357,620	-	652,747	382,305	361,427	743,732
Net income/(expenditure)		9,558	(28,505)	180,000	161,053	(89,254)	(57,480)	(146,734)
Transfers between funds		-	30,000	(30,000)	-	-	-	-
Net movement in funds	**10**	9,558	1,495	150,000	161,053	(89,254)	(57,480)	(146,734)
Reconciliation of funds:								
Fund balances at 1 September 2023		60,281	65,786	-	126,067	149,535	123,266	272,801
Fund balances at 31 August 2024		69,839	67,281	150,000	287,120	60,281	65,786	126,067

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

STICK 'N' STEP

SUMMARY INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	All income funds	
	2024	**2023**
	£	**£**
Gross income	633,800	596,998
Transfer from endowment funds	30,000	-
Total income in the reporting period	663,800	596,998
Total expenditure from income funds	652,747	743,732
Net income/(expenditure) for the year	11,053	(146,734)

STICK 'N' STEP

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		23,911		41,151
Current assets					
Debtors	**15**	1,782		3,207	
Cash at bank and in hand		279,567		116,882	
		281,349		120,089	
Creditors: amounts falling due within one year	**16**	(18,140)		(35,173)	
Net current assets			263,209		84,916
Total assets less current liabilities			287,120		126,067
The funds of the charity					
Endowment funds	**17**		150,000		-
Restricted income funds	**18**		67,281		65,786
Unrestricted funds	**19**		69,839		60,281
			287,120		126,067

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on .....

Paul Richards

.....
P Richards
2025-Mar-05 09:16
Trustee

.....
R Shorrocks
2025-Feb-28 14:06
Trustee

Company registration number 07257957 (England and Wales)

STICK 'N' STEP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**22**		160,415		(99,061)
Investing activities					
Purchase of tangible fixed assets		-		(5,822)	
Investment income received		2,270		400	
Net cash generated from/(used in) investing activities			2,270		(5,422)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			162,685		(104,483)
Cash and cash equivalents at beginning of year			116,882		221,365
Cash and cash equivalents at end of year			279,567		116,882

1 Accounting policies

Charity information

Stick 'N' Step is a private company limited by guarantee incorporated in England and Wales. The registered office is 3 Croxteth Avenue, Wallasey, Merseyside, CH44 5UL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	12.5%/20% Straight line
Fixtures, fittings & equipment	20% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2024	Restricted funds 2024	Endowment funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Endowment funds 2023	Total 2023
	£	£	£	£	£	£	£	£
Donations and gifts	215,077	6,603	180,000	401,680	214,649	-	-	214,649

3 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Grants received	13,291	322,512	335,803	26,504	303,947	330,451

4 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	74,047	51,498

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	2,270	400

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Staging fundraising events	35,233	-	35,233	38,268	124	38,392
Advertising	-	7,278	7,278	1,971	6,678	8,649
Staff costs	99,743	-	99,743	127,200	43	127,243
	134,976	7,278	142,254	167,439	6,845	174,284

7 Expenditure on charitable activities

	Providing Conductive Education 2024	Providing Conductive Education 2023
	£	£
Direct costs		
Staff costs	319,380	323,227
Depreciation and impairment	17,240	19,184
Children's christmas party and summer camp	2,612	8,544
Equipment and class materials	8,347	9,693
Insurance	7,187	6,129
Licenses and subscriptions	3,494	2,939
Miscellaneous expenses	157	322
Rent, rates and maintenance	11,453	7,608
Heat, light and utilities	12,100	10,902
	381,970	388,548
Share of support and governance costs (see note 9)		
Support	109,522	161,331
Governance	19,001	19,569
	510,493	569,448
Analysis by fund		
Unrestricted funds	160,151	214,866
Restricted funds	350,342	354,582
	510,493	569,448

8 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024	2023
	£	£
Aggregate compensation	112,150	158,130

9 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	82,790	131,623
Other office costs	26,733	29,708
Governance costs	19,000	19,569
	128,523	180,900
Analysed between:		
Charitable activities	128,523	180,900

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,370	2,220
Depreciation of owned tangible fixed assets	17,240	19,183

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

12 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Total staff	22	26

Employment costs	2024	2023
	£	£
Wages and salaries	459,663	531,700
Social security costs	32,600	39,468
Other pension costs	9,650	10,925
	501,913	582,093

There were no employees whose annual remuneration was more than £60,000.

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Total
	£	£	£
Cost			
At 1 September 2023	314,109	131,085	445,194
At 31 August 2024	314,109	131,085	445,194
Depreciation and impairment			
At 1 September 2023	289,136	114,907	404,043
Depreciation charged in the year	12,486	4,754	17,240
At 31 August 2024	301,622	119,661	421,283
Carrying amount			
At 31 August 2024	12,487	11,424	23,911
At 31 August 2023	24,973	16,178	41,151

15 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Prepayments and accrued income	1,782	3,207

16 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	7,426	10,649
Other creditors	5,295	3,330
Accruals and deferred income	5,419	21,194
	18,140	35,173

17 Endowment funds

Endowment funds represent assets which may either be held permanently by the charity or may be expendable. The charity has the following endowment funds:

	At 1 September 2023	Incoming resources	Transfers	At 31 August 2024
	£	£	£	£
Expendable endowments				
The Edward Gostling Fund	-	180,000	(30,000)	150,000

The Edward Gostling Foundation has provided a gift towards funding the cost of the provision of services over a period of six years after which the remaining capital or income may be used for any purpose that furthers the charitable objects of the charity.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
	65,786	329,115	(357,620)	30,000	67,281

Previous year:	At 1 September 2022	Incoming resources	Resources expended	Transfers	At 31 August 2023
	£	£	£	£	£
	123,266	303,947	(361,427)	-	65,786

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2023	Incoming resources	Resources expended	At 31 August 2024
	£	£	£	£
General funds	60,281	304,685	(295,127)	69,839

19 Unrestricted funds **(Continued)**

Previous year:	At 1 September 2022	Incoming resources	Resources expended	At 31 August 2023
	£	£	£	£
General funds	149,535	293,051	(382,305)	60,281

20 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Endowment funds 2024	Total 2024
	£	£	£	£
At 31 August 2024:				
Tangible assets	8,919	14,992	-	23,911
Current assets/(liabilities)	60,920	52,289	150,000	263,209
	69,839	67,281	150,000	287,120

	Unrestricted funds 2023	Restricted funds 2023	Endowment funds 2023	Total 2023
	£	£	£	£
At 31 August 2023:				
Tangible assets	12,367	28,784	-	41,151
Current assets/(liabilities)	47,914	37,002	-	84,916
	60,281	65,786	-	126,067

21 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	2,537	2,537
Between two and five years	3,677	6,563
	6,214	9,100

22	Cash generated from operations	2024	2023
		£	£
	Surplus/(deficit) for the year	161,053	(146,734)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(2,270)	(400)
	Depreciation and impairment of tangible fixed assets	17,240	19,184
	Movements in working capital:		
	Decrease in debtors	1,425	9,799
	(Decrease)/increase in creditors	(17,033)	19,090
	Cash generated from/(absorbed by) operations	160,415	(99,061)

23 Analysis of changes in net funds

The charity had no material debt during the year.

STICK 'N' STEP

England & Wales - Charity number 1136997

Accounts

Charity registration number 1136997

Company registration number 07257957 (England and Wales)

STICK 'N' STEP

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

STICK 'N' STEP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Hewitt P Richards R Shorthouse A James F Davies D Upton A Harris E Palmer J Kennedy
Charity number	1136997
Company number	07257957
Principal address	3 Croxteth Avenue Wallasey Merseyside CH44 5UL
Registered office	3 Croxteth Avenue Wallasey Merseyside CH44 5UL
Independent examiner	Mitchell Charlesworth (Audit) Limited Glebe Business Park Lunts Heath Road Widnes Cheshire WA8 5SQ

STICK 'N' STEP

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STICK 'N' STEP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report and financial statements for the year ended 31 August 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

Our Purpose

We enable, inspire and support children with cerebral palsy and their families.

Who we are

Stick 'n' Step provide free conductive education sessions to children with cerebral palsy. Our support improves mobility, independence and boosts self-confidence, enabling every child to reach their personal potential.

Conductive education is about active learning. Stick 'n' Step sessions incorporate play and music into structured routines to develop functional skills. Children and young people are motivated by working alongside their peers in a positive environment and are empowered to achieve realistic goals that are specific and relevant to them.

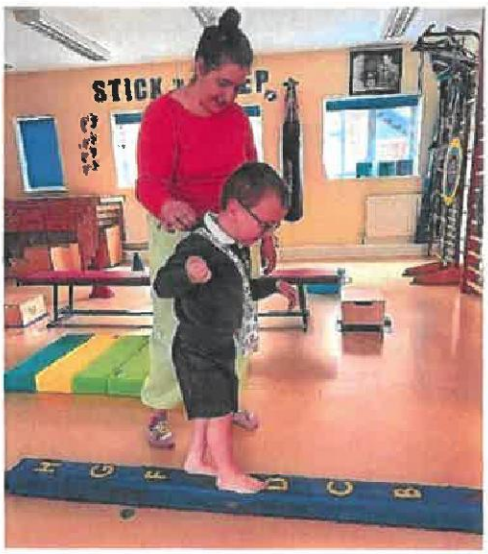
At Stick 'n' Step we support the whole family. Regular attendance at our centre means that parents and extended family have the opportunity to meet others in a similar situation and they benefit from regular respite time whilst their children develop in the classroom.

William's Story

Stick 'n' Step has given William a place where he can be a big boy and the team have given him the confidence to give anything a go – he can now jump so high he can reach the moon!

This is the comment William's mum Kate said after attending sessions for just 10 months. William is 5 years old and was diagnosed with quadriplegic cerebral palsy (a form of CP that affects both arms and legs) at 3 years of age. William's family saw Joe (an ex-attendee) on The One Show during Children in Need celebrations and reached out to request support from our service. In September 2022, following an Initial Consultation at his local centre, William was invited to join a weekly group session at Stick 'n' Step Wallasey.

When William started at Stick 'n' Step, there were no initial expectations of the programme from his family. Mum, Kate, just wanted William to be happy and content in a new setting and any other achievements would be a bonus.



Prior to attending Stick 'n' Step, William could communicate in school and at home by shouting but he has now developed his communication skills with both adults and children. Since joining the Stick 'n' Step programme, William has grown in confidence and has started using the potty independently. He goes into session each week without contest and confidently engages with other children and adults in his group.

William's favourite things to do at Stick 'n' Step are challenging obstacle courses and playing with slime. These are activities hosted by our skilled team of conductors to challenge children like William and to incorporate active tasks and sensory play into their programme.

Kate says "Stick 'n' Step has given William a place where he can be a big boy and the team have given him the confidence to give anything a go". William is continuing to work on practicing his balance, using both hands during tasks and he is aiming to jump so high that he can reach the moon!

With the confidence William has, along with the support network around him, there's no reason why he can't aim for the stars too!

Achievements and performance

This year has been another challenging but successful year for Stick 'n' Step. We have supported more families than ever before. Throughout the year, a total of 119 families were supported by our committed team of staff and volunteers. The breakdown in terms of the age of children attending over the year was:
Pre-school (0-4) - 26
Primary (5-11) - 60
Secondary (12-16) - 21
Young adults (17-25) - 12

Our sessions improve the children's fine and gross motor skills and teach them basic life skills that most people would take for granted, e.g, walking (with or without a walking aid) talking, self-feeding, dressing/undressing, using the toilet independently etc. Our sessions, which are delivered in small groups, or on a 1-1 basis, include activity-based tasks, rhythmic routines, exercises, songs and educational play, all designed to improve each individual child's mobility, confidence and independence, and enable them to reach their full potential. CE is based on the premise that people with motor disorders can learn to better control their movements, and research into neural plasticity has shown that the human brain is capable of learning and adapting even after substantial injury. CE therefore combines elements of both education and rehabilitation and employs a wide array of strategies based on current evidence and best practice.

Each child has their own Individual Development Plan (IDP) with new goals and objectives set each year (in consultation with the family and depending on the age/ability of the child, the child themselves) designed to enable the child to learn new, or develop existing, skills that will help in everyday life. We have a child focused approach to everything we do to ensure the children feel supported, valued and included at all times. We look at what the children CAN do, not what they can't, and work closely with them to give them more confidence and encourage them to make independent decisions. Our work also helps increase a child's ability to express their feelings and thoughts which can have a positive impact on their emotional health and wellbeing.

The classroom team of conductors and classroom assistants, supported by volunteers, work closely with the children improving their self-belief and self-esteem which has a positive and far-reaching impact on their lives, as well as the lives of their families.

Our programme is designed to reduce a child's dependency on others and give them the best chance of leading a full, dignified and independent life.

Demand for our services remains high, at the end of August 2023 we had 14 families awaiting a place at Stick 'n' Step. The support service we offer is specialist, regular and free to access and there is a real need for it. We hope to be able to offer places to those on the waiting list next year so the children can start making progress towards their goals.

50 children attended our summer camps this year. For the first time ever, we ran two separate summer camps across two locations. The first was held at Barnstondale Activity Centre.

23 children and young people who attend had a wonderful time, experiencing new activities including archery, shooting, rock climbing, abseiling, orienteering and axe throwing. These activities challenged our children and pushed them to overcome their fears, an opportunity they are not always given in the mainstream world.

Our groups also took part in team building activities such as an indoor obstacle course and bush craft. The camps are great opportunity to build friendships and the children and young people also had movie nights, board games, guided discussions about friendships and growing up, walks in the sensory garden and a Pokemon treasure hunt.

16 of these children also stayed overnight which meant there was time to develop independent living skills such as dressing, cleaning and cooking. For many of these children it was their first night away from home on their own, an important step for them and for their parents to overcome.

Not only did these trips boost the confidence of our children and young people, it also provided much needed respite for parents and siblings.

The second summer camp was held at The Children's Adventure Farm, a 17th century farmhouse set in 10 acres of land in the heart of Cheshire. 15 children came for a day with an additional 12 staying overnight. They were able to enjoy the outdoor sensory trail, feed the ducks, goats, sheep, and alpacas. The indoor activities included the use of the entire sports hall, music and art rooms and the sensory room.

They too were able to develop their independent living skills which was a huge boost to their confidence and build friendships that will last long after the visit.

Staff completed specific training courses to maintain knowledge and best practice across the organisation, this included paediatric first aid, safeguarding training, and fire marshal training. One of our classroom assistants completed the Higher Level Classroom Assistant training with the National Institute of Conductive Education whilst another embarked on a Multidisciplinary Conductor course. We aim to continue with our internal development of our team to ensure we have the skills and expertise to support our existing and new families in the years to come.

Volunteers remained a key part of the organisation, continuing to contribute to the smooth running of our sessions, key fundraising events as well as behind the scenes at each of our centres. The total amount of volunteering time over the year was 1069 hours.

In February 2023 we set up our Legal Support Panel. It is there to offer assistance in all aspects of legal support including Personal Injury, Clinical Negligence, Court of Protection, Wills, Trusts and Probate and Employment and Family Law. Three firms went through our due diligence process and are happily providing guidance if required.

We are pleased that our annual family survey once again demonstrated that families remain happy with our service, and we continue to make a significant impact in the lives of the children and young people we support. Here are some of the results and quotes from the survey.

100% of families said Stick 'n' Step has a positive impact on their child's self-confidence

"He always feels happy and energised after his sessions and excited he's completed them."

"She feels at home when attending Stick 'n' Step which has an impact on her confidence in a positive way."

"He was shy before starting at Stick 'n' Step, his confidence has soared."

91% of families felt their child is more mobile as a result of coming to Stick 'n' Step

"His balance and trunk control has improved 10-fold and his independent walking and negotiating steps and kerbs, all down to Stick 'n' Step and his determination."

"He is stronger and more sturdy."

"She has gained confidence to do more of the stuff she enjoys such as climbing and jumping and participating at soft play centres and the park with her friends. This has been great for her mobility but also socially as she is able to join in with her peers."

98% of families said Stick 'n' Step had a positive effect on their mental health.

"As parents, seeing what Stick 'n' Step does to help children and young adults with CP to get the ability out of their disability is so true and I think it generates a very positive mental attitude for parents as well as our son."

"You are always there and always get it."

"The conductors have given me outstanding support throughout our time at Stick 'n' Step. Always approachable and happy to answer any questions and give me advice. This has given me a lot of reassurance at times when I've been worried about my daughter's condition."

100% of parents said that Stick 'n' Step was a place that helped them feel that their child can thrive.

"She learnt to scoot at Stick 'n' Step and it is now one of her favourite things to do."

"The positivity is inspiring, it's impossible to leave Stick 'n' Step not feeling happy."

"Stick 'n' Step is by far our favourite class that we do. The conductors are brilliant and give us hope for what he will be able to achieve, which is something that other classes can struggle with. The emphasis at Stick 'n' Step is helping him to be the best he can be without comparing to others, and that really helps to encourage us to try really hard and not give up."

We asked our families what difference Stick 'n' Step has made to their lives?

"Stick 'n' Step is a massive part of our life and routine. They are always reliable and consistent which is very rare to come by. They never let us down".

"Stick 'n' Step has a wealth of knowledge and expertise available for parents. Staff are approachable and always there to talk. Stick 'n' Step have made us feel welcomed and we couldn't thank Stick 'n' Step enough for what they have done and continue to do".

"Bringing her to Stick 'n' Step gives us a sense of involvement in her development. We feel part of the Stick 'n' Step community and that there are people there who we can turn to for advice or simply bounce ideas or share common experiences".

Financial review

The year to 31 August 2023 has been a very challenging year financially for Stick 'n' Step. Coming out of COVID-19 and being thrust into a Cost-of-Living crisis has continued to have significant impact on our ability to network and build new relationships, particularly within the corporate world. We have also seen the income from Trusts & Grants fall from the previous years when emergency funding was available.

The charity received income of £596,998 for the year (2022 - £599,379). Expenditure during the year was £743,732 (2022 - £693,088), of this £569,448 (2022 - £561,924) was spent on the direct activities for providing conductive education services to children and young people.

This has resulted in a deficit of £146,734 for the year to August 31 2023, and results in our unrestricted reserves being held at £60,281 (2022 - £149,535). This has proved to be a challenging year for the charity to continue to provide vital specialist support to families across the North West of England. Strong financial governance from trustees and management, combined with continued growth in community and corporate fundraising income will be critical for Stick 'n' Step to improve this position in what we expect to be a continued challenging fundraising environment in 2023-24.

Paul Richards, Treasurer

Reserves Policy

Trustees recognise that there are risks associated with each stream of income and expenditure being different from that budgeted, which has the potential for significant impact on reserve levels. Having a reserves policy equivalent to a range of months of operating costs enables trustees to monitor and manage this risk and allows time to develop new sources of income or cut-back on related expenditure if needed.

The trustees have resolved to keep reserve funds in the range of three to six months of operating costs based on the current year's expenditure. Based on this year's expenditure, three months of operating costs equates to £185,933 and the board continues to manage expenditure to meet this target. Monthly management accounts are produced and examined by the chair and the treasurer, further scrutiny of the financial position is monitored at board meetings. The board believes that reserves should be kept at this level to ensure the charity can run efficiently and meet the needs of its on-going service, whilst ensuring that funding is driven to the front line of our work as quickly and readily as possible.

During the final quarter of the financial year, reserves fell below the set level, in line with the forecast prepared by the trustees and senior management team. This was a short-term position. Since the balance sheet date, reserves have increased above the target as a result of receiving a number of grants and donations.

It is worth noting, going forward into the next financial year, we have budgeted to spend around £50,000 less than this financial year. We secured several large donations in September to set us up for an excellent first quarter, well above our forecast income. Had they come to fruition in August this would have changed the financial position significantly.

Investment policy

Stick 'n' Step does not currently hold any free reserves in investments, however funds which are surplus to that required for day-to-day expenditure are held in a different savings account.

Risk Management

The charity upholds a risk policy, as a formal acknowledgement that the trustee board is committed to maintaining a strong risk management framework. The aim of this policy is to ensure that the charity makes every effort to manage risk appropriately.

The policy outlines the risk management strategy, which comprises:

- A consistent framework and protocol for determining appetite for and tolerance of risk
- An annual review of the risks the charity may face within the charity's risk register
- The establishment of systems and procedures to mitigate the risks identified
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

Management of risk is an integral part of our planning and project management processes, with risks identified and assessed as we develop our plans each year. The major risks that have been identified and are mitigated are as follows:

1. *Poor quality service causes harm to a service user or member of staff.*

Mitigation: Annual assessment of staff training needs with specific focus on safeguarding and first aid. The charity has three members of staff trained as Designated Safeguarding Officers. Activity specific risk assessments are completed and reviewed annually. Staff are trained in safeguarding, paediatric first aid and manual handling to ensure we have the capability and capacity to operate effectively and safely.

2. *Insufficient funds raised causing interruption to operational service and progress of strategic aims.*

Mitigation: Monthly monitoring between CEO and the treasurer, including cash flow forecasting to ensure there is an up-to-date forecast of the charity's financial position to the end of the financial year. We review our reserves policy and long-term financial plans annually to ensure that they remain relevant and keep reflecting the charity's current status.

3. *Brexit deterring international conductors (our specialist teachers) from working in the UK*

Mitigation: Our Chief Executive is a committee member of the Conductive Education (CE) Consortium UK which bring together CE centres across the UK, this has strengthened our network. Training is in place to enable our conductors to train and mentor students studying their CE degree in the UK. We also have career paths mapped out for internal staff to train to become conductors, we currently have one classroom assistant training to become a conductor via the National Institute of Conductive Education.

Structure, governance and management

The charity is a company limited by guarantee.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

As its main activity, the charity must have charitable purposes or 'aims' that are for the public benefit. The Charities Act 2011 provides specific descriptions of charitable purposes that are for public benefit and the category that our work falls into is the 'relief of those in need because of youth, age, ill-health, disability, financial hardship or other disadvantage'.

The objects as stated in our Articles of Association (18th May 2010) are:
To advance the education and relieve suffering of primarily children with motor disorders and provide information, advice and guidance to their families and carers in particular by means of conductive education.

Stick 'n' Step have families travelling from across the North West of England and North Wales to access our support.

C Hewitt
P Richards
R Shorthouse
A James
F Davies
D Upton
A Harris
E Palmer
J Kennedy

Trustee recruitment and appointment
An annual review of the trustees' attendance and professional knowledge is carried out to ensure that a broad range of skills and experience is available to guide and govern the charity. This process identifies any skills gaps, which enables the charity to address these via recruitment of new trustees. Trustee positions are advertised through the charity's website, its network of supporters and via external channels (Doit.org/Reach Volunteering). All candidates are asked to submit their CV and a statement of support to show why they want to take the position. All candidates meet with the Chief Executive and the trustee selection panel, before a proposal is agreed by the board of trustees.

All new trustees have a structured induction to the organisation. There is an induction pack which includes; a copy of the Charity Commission's information booklet 'The Essential Trustee', a copy of Stick 'n' Step's Articles of Association, the business plan and minutes of recent board meetings. New trustees have an induction meeting to brief them on their legal obligations under charity and company law, the committee and decision making processes, the business plan and recent financial performance of the charity. New trustees also have the opportunity to observe a board meeting before taking up the role.

All trustees are encouraged to attend appropriate external events where these will facilitate the undertaking of their role and also to attend Stick 'n' Step events to meet with service users.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Key Management Personnel

The trustees consider the key management personal to be the Chief Executive, Head of Conductive Education, Head of Fundraising and the Operations Manager. In April 2023 the CEO went on maternity leave and the Operations Manager took the role for a year.

The trustees have delegated significant authority and responsibility to the Chief Executive in the day-to-day running of the charity, who has authority and responsibility for planning, directing and controlling the activities of the charity on a day-to-day basis.

All trustees give of their time freely and no trustee received remuneration in the year.

The pay of the staff is reviewed annually. In view of the nature of the charity, the trustees benchmark against pay levels in other charities of a similar size.

The trustees' report was approved by the Board of Trustees.

.....

R Shorthouse
Trustee 2023-Dec-16 08:41

Date: .....

STICK 'N' STEP

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STICK 'N' STEP

I report to the trustees on my examination of the financial statements of Stick 'N' Step (the charity) for the year ended 31 August 2023.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, 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 that in any material respect:

1 Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 The financial statements do not accord with those records; or

3 the financial statements 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 financial statements 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 financial statements to be reached.

Robert Davies
Mitchell Charlesworth (Audit) Limited
Glebe Business Park
Lunts Heath Road
Widnes
Cheshire
WA8 5SQ

Dated: 8/1/23

STICK 'N' STEP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:							
Donations and legacies	3	214,649	-	214,649	188,183	-	188,183
Charitable activities	4	26,504	303,947	330,451	27,175	327,534	354,709
Other trading activities	5	51,498	-	51,498	54,681	-	54,681
Investments	6	400	-	400	650	-	650
Other income	7	-	-	-	-	1,156	1,156
Total income		293,051	303,947	596,998	270,689	328,690	599,379
Expenditure on:							
Raising funds	8	167,439	6,845	174,284	130,690	474	131,164
Charitable activities							
Providing Conductive education	9	214,866	354,582	569,448	242,127	319,797	561,924
Total charitable expenditure		214,866	354,582	569,448	242,127	319,797	561,924
Total expenditure		382,305	361,427	743,732	372,817	320,271	693,088
Net expenditure for the year/ Net movement in funds		(89,254)	(57,480)	(146,734)	(102,128)	8,419	(93,709)
Fund balances at 1 September 2022		149,535	123,266	272,801	251,663	114,847	366,510
Fund balances at 31 August 2023		60,281	65,786	126,067	149,535	123,266	272,801

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STICK 'N' STEP

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	**14**		41,151		54,513
Current assets					
Debtors	**15**	3,207		13,006	
Cash at bank and in hand		116,882		221,365	
		120,089		234,371	
Creditors: amounts falling due within one year	**16**	(35,173)		(16,083)	
Net current assets			84,916		218,288
Total assets less current liabilities			126,067		272,801
Income funds					
Restricted funds	**17**		65,786		123,266
Unrestricted funds			60,281		149,535
			126,067		272,801

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on .....

Paul Richards

.....

P Richards
2024-Jan-02 12:05
Trustee

.....

R Shorthouse
2023-Dec-16 08:41
Trustee

Company registration number 07257957

STICK 'N' STEP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023		2022	
		£	£	£	£
Cash flows from operating activities					
Cash absorbed by operations	**21**		(99,061)		(86,398)
Investing activities					
Purchase of tangible fixed assets		(5,822)		(10,415)	
Investment income received		400		650	
Net cash used in investing activities			(5,422)		(9,765)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(104,483)		(96,163)
Cash and cash equivalents at beginning of year			221,365		317,528
Cash and cash equivalents at end of year			116,882		221,365

1 Accounting policies

Charity information

Stick 'N' Step is a private company limited by guarantee incorporated in England and Wales. The registered office is 3 Croxteth Avenue, Wallasey, Merseyside, CH44 5UL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	12.5%/20% Straight line
Fixtures, fittings & equipment	20% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	214,649	188,183

4 Charitable activities

	Charitable Income 2023 £	Charitable Income 2022 £
Grants receivable	330,451	354,709
Analysis by fund		
Unrestricted funds	26,504	27,175
Restricted funds	303,947	327,534
	330,451	354,709

5 Other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising events	51,498	54,681

6 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	400	650

7 Other income

	Total	Restricted funds
	2023	2022
	£	£
Other income	-	1,156

8 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Fundraising and publicity						
Staging fundraising events	38,268	124	38,392	12,481	-	12,481
Advertising	1,971	6,678	8,649	10,310	-	10,310
Staff costs	127,200	43	127,243	107,899	474	108,373
Fundraising and publicity	167,439	6,845	174,284	130,690	474	131,164
	167,439	6,845	174,284	130,690	474	131,164

9 Charitable activities

	Providing Conductive education 2023	Providing Conductive education 2022
	£	£
Staff costs	323,227	314,116
Depreciation and impairment	19,184	33,092
Children's Christmas party and summer camp	8,544	6,974
Equipment and class materials	9,693	8,568
Insurance	6,129	5,035
Licenses and subscriptions	2,939	979
Miscellaneous expenses	322	326
Rent, rates and maintenance	7,608	3,657
Heat, light and utilities	10,902	11,499
	388,548	384,246
Share of support costs (see note 10)	161,331	153,172
Share of governance costs (see note 10)	19,569	24,506
	569,448	561,924
Analysis by fund		
Unrestricted funds	214,866	242,127
Restricted funds	354,582	319,797
	569,448	561,924

10 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	131,623	-	131,623	125,770	-	125,770
Other office costs	29,708	-	29,708	27,402	-	27,402
Independent examiner fees	-	2,220	2,220	-	1,890	1,890
Legal and professional	-	17,349	17,349	-	22,616	22,616
	161,331	19,569	180,900	153,172	24,506	177,678
Analysed between						
Charitable activities	161,331	19,569	180,900	153,172	24,506	177,678

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

12 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Total staff	26	26

Employment costs	**2023 £**	**2022 £**
Wages and salaries	531,700	500,906
Social security costs	39,468	37,599
Pension costs	10,925	9,754
	582,093	548,259

There were no employees whose annual remuneration was more than £60,000.

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Total
	£	£	£
Cost			
At 1 September 2022	314,109	125,263	439,372
Additions	-	5,822	5,822
At 31 August 2023	314,109	131,085	445,194
Depreciation and impairment			
At 1 September 2022	275,952	108,908	384,860
Depreciation charged in the year	13,184	5,999	19,183
At 31 August 2023	289,136	114,907	404,043
Carrying amount			
At 31 August 2023	24,973	16,178	41,151
At 31 August 2022	38,157	16,356	54,513

15 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Prepayments and accrued income	3,207	13,006

16 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	10,649	10,295
Other creditors	3,330	3,750
Accruals and deferred income	21,194	2,038
	35,173	16,083

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds		
	Balance at 1 September 2022	**Incoming resources**	**Outgoing resources**	**Balance at 31 August 2023**
	£	**£**	**£**	**£**
Capital Grants - Refurbishment and Equipment	43,605	-	(14,820)	28,785
Revenue Grants - Service provision	79,661	303,947	(346,608)	37,000
	123,266	303,947	(361,428)	65,785

18 Analysis of net assets between funds

	Unrestricted 2023	**Restricted 2023**	**Total 2023**	Unrestricted 2022	Restricted 2022	Total 2022
	£	**£**	**£**	£	£	£
Fund balances at 31 August 2023 are represented by:						
Tangible assets	12,366	28,784	41,151	10,909	43,604	54,513
Current assets/(liabilities)	47,915	37,001	84,915	138,627	79,662	218,288
	60,281	65,785	126,066	149,536	123,266	272,801

19 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	**2022**
	£	**£**
Within one year	2,537	3,257
Between two and five years	6,563	8,751
	9,100	12,008

20 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023	2022
	£	£
Aggregate compensation	158,130	155,808

21 Cash generated from operations

	2023	2022
	£	£
Deficit for the year	(146,734)	(93,709)
Adjustments for:		
Investment income recognised in statement of financial activities	(400)	(650)
Depreciation and impairment of tangible fixed assets	19,184	33,092
Movements in working capital:		
Decrease/(increase) in debtors	9,799	(13,006)
Increase/(decrease) in creditors	19,090	(12,125)
Cash absorbed by operations	(99,061)	(86,398)

22 Analysis of changes in net funds

The charity had no debt during the year.

STICK 'N' STEP

England & Wales - Charity number 1136997

Accounts

Charity registration number 1136997

Company registration number 07257957 (England and Wales)

STICK 'N' STEP

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

STICK 'N' STEP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Hewitt P Richards R Shorthouse A James F Davies D Upton A Harris E Palmer J Kennedy	 (Appointed 15 December 2021)
Charity number	1136997	
Company number	07257957	
Principal address	3 Croxteth Avenue Wallasey Merseyside CH44 5UL	
Registered office	3 Croxteth Avenue Wallasey Merseyside CH44 5UL	
Independent examiner	Mitchell Charlesworth (Audit) Limited Glebe Business Park Lunts Heath Road Widnes Cheshire WA8 5SQ	

STICK 'N' STEP

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STICK 'N' STEP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report and financial statements for the year ended 31 August 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

Our Purpose

We enable, inspire and support children with cerebral palsy and their families.

Who we are

Stick 'n' Step provide free conductive education sessions to children with cerebral palsy. Our support improves mobility, independence and boosts self-confidence, enabling every child to reach their personal potential.

Conductive education is about active learning. Stick 'n' Step sessions incorporate play and music into structured routines to develop functional skills. Children and young people are motivated by working alongside their peers in a positive environment and are empowered to achieve realistic goals that are specific and relevant to them.

At Stick 'n' Step we support the whole family. Regular attendance at our centre means that parents and extended family have the opportunity to meet others in a similar situation and they benefit from regular respite time whilst their children develop in the classroom.

Sophia's Story

What I love about Stick 'n' Step is that you are totally child focussed



That was the comment from Sofia's Great Auntie Kim when asked how she thought the charity had helped four year old Sofia since she started attending Stick 'n' Step in early 2020. Kim is a retired teacher and lives very close to Sofia's parents Charlotte and Roger. As they both work full time, when a place was confirmed for Sofia at the Stick 'n' Step Runcorn centre, Kim offered to take her great niece to her weekly conductive education (CE) session. For the first 12 months Kim went into the parent and child group with the other toddlers and Mums which she said was brilliant because she gained first-hand experience of the exercises and activities that were helping Sofia to develop new skills. She said "It was good for me to be in the class and see what was happening and get tips and guidance from the classroom team so that I could explain to Sofia's Mum and Dad, what they could practice with Sofia at home to help her develop further."

When she first started aged 2 Sofia couldn't walk, she was just crawling or needed to be carried around but over the past 2 years she has been working hard to develop her leg strength when using her Kaye walker. The classroom team said recently "Sofia has made amazing progress with her walking as she has gone from being reluctant to even stand in her Kaye walker to progressing during the spring term to walking with quad sticks with minimal support from adults. Sofia is now lifting and placing her sticks with direction, pushing up with a little prompting and with verbal guidance is stepping apart."

Kim said the progress that she, and the whole family have seen Sofia making has just been 'phenomenal' and feels that the services provided by Stick 'n' Step are just amazing. She added "What I love about the way the charity operates is that the services are all totally child focussed. The classroom team are constantly looking at and encouraging all the children and although the children are working together in a small group, each is working on developing skills in different ways according to their individual needs. I think this is just brilliant. I can see how Sofia follows the lead of the conductor, she listens and watches other children. They motivate and encourage each other. Having taught in a mainstream school for over 40 years I have never seen anything like it, the amount of time and 1-1 support that each child gets is just incredible, and when I watch everything, the staff do, I can see how the tasks are also designed to help the children improve their self-esteem. It is a unique service, and we feel so lucky to have found Stick 'n' Step". Kim also commented on the range and excellent quality of the equipment and the classroom resources that are used in the weekly activity and exercise sessions.

Sofia was diagnosed with cerebral palsy at around 12 months old, her mum, Charlotte found Stick 'n' Step from an internet search and although it is a 2 hour round trip to get to the centre each week, she says that without any doubt it is a journey well worth making when she looks at the progress Sofia has made already. Stick 'n' Step has also provided an excellent support network to the whole family, and I think the Family Room they have at the centre is a fantastic resource. It's a place where I have been able to relax and chat to parents. From chatting to others, I have picked up a great deal of valuable information. I found out about different wheelchairs and discovered there was an Education, Health and Care Plan that we could benefit from – this was not something the family knew about.

Kim says Sofia's confidence has improved greatly since she first started attending CE sessions in 2020 and in September 2021 she started school. Sofia has been learning skills at Stick 'n' Step to help her get in and out of her wheelchair which is helping to give her greater independence.

Kim told staff that when Sofia was diagnosed with cerebral palsy, none of the family knew anything about the condition and so it felt quite daunting. She said "Finding Stick 'n' Step is the best thing we could have hoped for. When you walk in here you know that every single member of staff is working together as a team to improve the lives of all the children. There is a welcoming, positive, caring and nurturing approach to everything they do. Stick 'n' Step has provided a whole new dimension to Sofia and her wider family. She is not spending all her time living in a non-inclusive world, when she comes to Stick 'n' Step she is integrated with other children just like her. Also, she is not just learning new skills, but there is dedicated educational time built into every session. As a family we just can't thank you all enough for everything you are doing to help Sofia improve her mobility, confidence and independence."

Achievements and performance

This year has been another challenging but successful year for Stick 'n' Step. The trustees are pleased to report that despite the ongoing difficulties of managing our service within ongoing Covid measures, our team were able to maintain face-to-face support services for all of our children and young people throughout the academic year. We have supported more families than ever before. Throughout the year, a total of 109 families were supported by our committed team of staff and volunteers. The breakdown in terms of the age of children attending over the year was:
Pre-school (0-4) - 20
Primary (5-11) - 54
Secondary (12-16) - 23
Young adults (17-25) - 11

Our sessions improve the children's fine and gross motor skills and teach them basic life skills that most people would take for granted, e.g, walking (with or without a walking aid) talking, self-feeding, dressing/undressing, using the toilet independently etc. Our sessions, which are delivered in small groups, or on a 1-1 basis, include activity-based tasks, rhythmic routines, exercises, songs and educational play, all designed to improve each individual child's mobility, confidence and independence, and enable them to reach their full potential. CE is based on the premise that people with motor disorders can learn to better control their movements, and research into neural plasticity has shown that the human brain is capable of learning and adapting even after substantial injury. CE therefore combines elements of both education and rehabilitation and employs a wide array of strategies based on current evidence and best practice.

Each child has their own Individual Development Plan (IDP) with new goals and objectives set each year (in consultation with the family and depending on the age/ability of the child, the child themselves) designed to enable the child to learn new, or develop existing, skills that will help in everyday life. We have a child focused approach to everything we do to ensure the children feel supported, valued and included at all times. We look at what the children CAN do, not what they can't, and work closely with them to give them more confidence and encourage them to make independent decisions. Our work also helps increase a child's ability to express their feelings and thoughts which can have a positive impact on their emotional health and wellbeing.

The classroom team of conductors and classroom assistants, supported by volunteers, work closely with the children improving their self-belief and self-esteem which has a positive and far-reaching impact on their lives, as well as the lives of their families.

Our programme is designed to reduce a child's dependency on others and give them the best chance of leading a full, dignified and independent life.

Demand for our services remains high, at the end of August 2022 we had 11 families awaiting a place at Stick 'n' Step. The support service we offer is specialist, regular and free to access and there is a real need for it. We hope to be able to offer places to those on the waiting list next year so the children can start making progress towards their goals.

36 children attended our summer camp this year, unfortunately a Covid outbreak meant that due to staff levels we couldn't deliver the camp for all the children and young people who had been invited.

Children and young people who did attend had a wonderful time, experiencing new activities including archery, shooting, rock climbing, abseiling, orienteering and axe throwing. These activities challenged our children and pushed them to overcome their fears, an opportunity they are not always given in the mainstream world.

Our groups also took part in team building activities such as an indoor obstacle course, bush craft and a night line activity. The camps are great opportunity to build friendships and the children and young people also had movie nights, board games, guided discussions about friendships and growing up, walks in the sensory garden and a Pokemon treasure hunt, as well as water fights and enjoying the paddling pool on the hottest days of the year.

16 of these children also stayed overnight which meant there was time to develop independent living skills such as dressing, cleaning and cooking. For many of these children it was their first night away from home on their own, an important step for them and for their parents to overcome.

Not only did these trips boost the confidence of our children and young people, it also provided much needed respite for parents and siblings.

Staff completed specific training courses to maintain knowledge and best practice across the organisation, this included paediatric first aid, children's mental health, safeguarding training, prevent COVID and fire marshal training. One of our conductors completed a mentoring course and one of our classroom assistants completed the Higher Level Classroom Assistant training with the National Institute of Conductive Education. We aim to continue with our internal development of our team to ensure we have the skills and expertise to support our existing and new families in the years to come.

Volunteers remained a key part of the organisation, continuing to contribute to the smooth running of our sessions, key fundraising events as well as behind the scenes at each of our centres. The total amount of volunteering time over the year was 1152 hours, a 46% increase on last year.

In a year where we have had to continue to adapt our policies and procedures in relation to Covid, we are pleased that our annual family survey demonstrated that families really value our service, and we continue to make a significant impact in the lives of the children and young people we support. Here are some of the results and quotes from the survey.

100% of families said Stick 'n' Step has a positive impact on their child's self-confidence

"He just seems more determined to try and do things himself."

"Encouraging him to participate in a group and take turns."

"He's much more willing to go to new places and try new things now."

"She has gained so much confidence attending activities and being with other adults. She has learnt to express her needs more and gained independence skills."

89% of families felt their child is more mobile as a result of coming to Stick 'n' Step

"She is much stronger in standing up, keeping her balance and controlling her movements."

"His sitting has hugely improved. He can now roll and shuffle around on the floor with ease. He wants to try to move, sit and stand much more than he used to."

"He has learned to use sticks and is able to navigate uneven surfaces with more confidence."

"He's more inclined to try and get to what he wants himself."

89% of families have felt their child is more independent as a result of coming to Stick 'n' Step

"It gives her independence away from me! Also shows her she CAN do a lot more than she maybe didn't think she could do before."

"E has greatly improved her self-care, like fastening buttons etc, due to the fine motor work she does."

"He's holding cutlery better and I think this is from fine motor skills used in craft sessions in class."

90% of families said their child has made friends at Stick 'n' Step

"I think the small group element works really well for him. He loves people and it gives him more of a challenge compared to his individual physio sessions."

"Small group sessions working with children of a similar need helps J feel less isolated."

"It has helped C with his confidence, and it has been a chance for him to meet other children with cerebral palsy."

100% of parents said that Stick 'n' Step was a place that helped them feel that their child can thrive

"The sessions are wonderfully positive, celebrating what she can do rather than focussing on things she can't."

"It has helped D enormously but also has made us feel normal."

"The belief that we can always do something more to help M develop and love his life. That someone 'gets' our life."

Financial review

The year to 31 August 2022 has been a very challenging year financially for Stick 'n' Step. COVID-19 has continued to have significant impact on our ability to network and build new relationships, particularly within the corporate world. We have also seen the income from Trusts & Grants fall from the previous years when emergency funding was available.

The charity received income of £599,379 for the year (2021 - £727,183). Expenditure during the year was £693,088 (2021 - £675,634), of this £561,924 (2021 - £556,596) was spent on the direct activities for providing conductive education services to children and young people.

Depreciation charged in the year amounted to £33,090, for our land and buildings and fixtures, fittings and equipment. This continues to be sizeable cost for the organisation as a result of the significant capital investment in 2017 and further capital expenditure in 2021.

This has resulted in a £93,709 deficit for the year to August 31, 2022, and results in our unrestricted reserves being held at £149,535. This remains a strong financial platform for the charity to continue to provide vital specialist support to families across the North West of England. Strong financial governance from trustees and management, combined with continued growth in community and corporate fundraising income will be critical for Stick 'n' Step to consolidate this position in what we expect to be a continued challenging fundraising environment in 2022-23.

Paul Richards, Treasurer

Reserves Policy

Trustees recognise that there are risks associated with each stream of income and expenditure being different from that budgeted, which has the potential for significant impact on reserve levels. Having a reserves policy equivalent to a range of months of operating costs enables trustees to monitor and manage this risk and allows time to develop new sources of income or cut-back on related expenditure if needed.

The trustees have resolved to keep reserve funds in the range of three to six months of operating costs based on the current year's expenditure. Based on this year's expenditure, three months of operating costs equates to £173,272 and the board will manage expenditure to ensure reserves do not drop below this level. Monthly management accounts are produced and examined by the chair and the treasurer, further scrutiny of the financial position is monitored at board meetings. The board believes that reserves should be kept at this level to ensure the charity can run efficiently and meet the needs of its on-going service, whilst ensuring that funding is driven to the front line of our work as quickly and readily as possible.

Investment policy

Stick 'n' Step does not currently hold any free reserves in investments, however funds which are surplus to that required for day-to-day expenditure are held in a different savings account.

Risk Management

The charity upholds a risk policy, as a formal acknowledgement that the trustee board is committed to maintaining a strong risk management framework. The aim of this policy is to ensure that the charity makes every effort to manage risk appropriately.

The policy outlines the risk management strategy, which comprises:

- A consistent framework and protocol for determining appetite for and tolerance of risk
- An annual review of the risks the charity may face within the charity's risk register
- The establishment of systems and procedures to mitigate the risks identified
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

Management of risk is an integral part of our planning and project management processes, with risks identified and assessed as we develop our plans each year. The major risks that have been identified and are mitigated are as follows:

1. *Poor quality service causes harm to a service user or member of staff.*

Mitigation: Annual assessment of staff training needs with specific focus on safeguarding and first aid. The charity now has three members of staff trained as Designated Safeguarding Officers. Activity specific risk assessments are completed and reviewed annually. Staff are trained in safeguarding, paediatric first aid and manual handling to ensure we have the capability and capacity to operate effectively and safely.

1. *Insufficient funds raised causing interruption to operational service and progress of strategic aims.*

Mitigation: Monthly monitoring between CEO and the treasurer, including cash flow forecasting to ensure there is an up-to-date forecast of the charity's financial position to the end of the financial year. We review our reserves policy and long-term financial plans annually to ensure that they remain relevant and keep reflecting the charity's current status.

1. *Brexit deterring international conductors (our specialist teachers) from working in the UK*

Mitigation: Our Chief Executive is a committee member of the Conductive Education (CE) Consortium UK which bring together CE centres across the UK, this has strengthened our network. Training is in place to enable our conductors to train and mentor students studying their CE degree in the UK. We had a successful application with the Home Office and are a licensed sponsor under the skilled worker immigration route, this will enable Stick 'n' Step to recruit skilled workers from outside of the UK. We also have career paths mapped out for internal staff to train to become conductors, we currently have one classroom assistant training to become a conductor via the National Institute of Conductive Education.

Structure, governance and management
The charity is a company limited by guarantee.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

As its main activity, the charity must have charitable purposes or 'aims' that are for the public benefit. The Charities Act 2011 provides specific descriptions of charitable purposes that are for public benefit and the category that our work falls into is the 'relief of those in need because of youth, age, ill-health, disability, financial hardship or other disadvantage'.

The objects as stated in our Articles of Association (18th May 2010) are:
To advance the education and relieve suffering of primarily children with motor disorders and provide information, advice and guidance to their families and carers in particular by means of conductive education.

Stick 'n' Step have families travelling from across the North West of England and North Wales to access our support.

C Hewitt
P Richards
R Shorthouse
A James
F Davies
D Upton
A Harris
E Palmer
J Kennedy (Appointed 15 December 2021)

Trustee recruitment and appointment
An annual review of the trustees' attendance and professional knowledge is carried out to ensure that a broad range of skills and experience is available to guide and govern the charity. This process identifies any skills gaps, which enables the charity to address these via recruitment of new trustees. Trustee positions are advertised through the charity's website, its network of supporters and via external channels (Doit.org/Reach Volunteering). All candidates are asked to submit their CV and a statement of support to show why they want to take the position. All candidates meet with the Chief Executive and the trustee selection panel, before a proposal is agreed by the board of trustees.

All new trustees have a structured induction to the organisation. There is an induction pack which includes; a copy of the Charity Commission's information booklet 'The Essential Trustee', a copy of Stick 'n' Step's Articles of Association, the business plan and minutes of recent board meetings. New trustees have an induction meeting to brief them on their legal obligations under charity and company law, the committee and decision making processes, the business plan and recent financial performance of the charity. New trustees also have the opportunity to observe a board meeting before taking up the role.

All trustees are encouraged to attend appropriate external events where these will facilitate the undertaking of their role and also to attend Stick 'n' Step events to meet with service users.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Key Management Personnel

The trustees consider the key management personal to be the Chief Executive, Head of Conductive Education, Head of Fundraising and the Operations Manager.

The trustees have delegated significant authority and responsibility to the Chief Executive in the day-to-day running of the charity, who has authority and responsibility for planning, directing and controlling the activities of the charity on a day-to-day basis.

All trustees give of their time freely and no trustee received remuneration in the year.

The pay of the staff is reviewed annually. In view of the nature of the charity, the trustees benchmark against pay levels in other charities of a similar size.

The trustees' report was approved by the Board of Trustees.

R Shorthouse

.....
R Shorthouse 2022-Dec-16 10:15
Trustee

Date: .....

STICK 'N' STEP

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STICK 'N' STEP

I report to the trustees on my examination of the financial statements of Stick 'N' Step (the charity) for the year ended 31 August 2022.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, 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 that in any material respect:

1 Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 The financial statements do not accord with those records; or

3 the financial statements 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 financial statements 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 financial statements to be reached.

Mitchell Charlesworth (Audit) Limited

Glebe Business Park
Lunts Heath Road
Widnes
Cheshire
WA8 5SQ

Dated: .....

STICK 'N' STEP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:							
Donations and legacies	**3**	188,183	-	188,183	173,338	-	173,338
Charitable activities	**4**	27,175	327,534	354,709	30,425	495,403	525,828
Other trading activities	**5**	54,681	-	54,681	27,530	-	27,530
Investments	**6**	650	-	650	487	-	487
Other income	**7**	-	1,156	1,156	-	-	-
Total income		270,689	328,690	599,379	231,780	495,403	727,183
Expenditure on:							
Raising funds	**8**	130,690	474	131,164	64,980	54,058	119,038
Charitable activities							
Providing Conductive education	**9**	242,127	319,797	561,924	83,248	473,348	556,596
Total charitable expenditure		242,127	319,797	561,924	83,248	473,348	556,596
Total expenditure		372,817	320,271	693,088	148,228	527,406	675,634
Net (expenditure)/income for the year/ Net movement in funds		(102,128)	8,419	(93,709)	83,552	(32,003)	51,549
Fund balances at 1 September 2021		251,663	114,847	366,510	168,111	146,850	314,961
Fund balances at 31 August 2022		149,535	123,266	272,801	251,663	114,847	366,510

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STICK 'N' STEP

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**13**		54,513		77,190
Current assets					
Debtors	**14**	13,006		-	
Cash at bank and in hand		221,365		317,528	
		234,371		317,528	
Creditors: amounts falling due within one year	**15**	(16,083)		(28,208)	
Net current assets			218,288		289,320
Total assets less current liabilities			272,801		366,510
Income funds					
Restricted funds	**19**		123,266		114,847
Unrestricted funds			149,535		251,663
			272,801		366,510

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on .....

Paul Richards

.....

P Richards 2022-Dec-16 14:09

Trustee

R Shorthouse

.....

R Shorthouse 2022-Dec-16 10:15

Trustee

Company registration number 07257957

STICK 'N' STEP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**18**		(86,398)		109,379
Investing activities					
Purchase of tangible fixed assets		(10,415)		(68,195)	
Investment income received		650		487	
Net cash used in investing activities			(9,765)		(67,708)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(96,163)		41,671
Cash and cash equivalents at beginning of year			317,528		275,857
Cash and cash equivalents at end of year			221,365		317,528

1 Accounting policies

Charity information

Stick 'N' Step is a private company limited by guarantee incorporated in England and Wales. The registered office is 3 Croxteth Avenue, Wallasey, Merseyside, CH44 5UL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	12.5%/20% Straight line
Fixtures, fittings & equipment	20% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	188,183	173,338

4 Charitable activities

	Charitable Income 2022	**Charitable Income 2021**
	£	**£**
Grants receivable	354,709	525,828
Analysis by fund		
Unrestricted funds	27,175	30,425
Restricted funds	327,534	495,403
	354,709	525,828

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Fundraising events	54,681	27,530

6 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	650	487

7 Other income

	Restricted funds	Total
	2022	2021
	£	£
Other income	1,156	-

8 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	**2022**	**2022**	2021	2021	2021
	£	**£**	**£**	£	£	£
Fundraising and publicity						
Staging fundraising events	12,481	-	12,481	17,531	351	17,882
Advertising	10,310	-	10,310	4,200	-	4,200
Staff costs	107,899	474	108,373	43,249	53,707	96,956
Fundraising and publicity	130,690	474	131,164	64,980	54,058	119,038
	130,690	474	131,164	64,980	54,058	119,038

9 Charitable activities

	Providing Conductive education 2022	Providing Conductive education 2021
	£	£
Staff costs	314,116	287,240
Depreciation and impairment	33,092	44,576
Children's Christmas party and summer camp	6,974	-
Equipment and class materials	8,568	16,822
Insurance	5,035	4,976
Licenses and subscriptions	979	1,968
Miscellaneous expenses	326	1,815
Rent, rates and maintenance	3,657	10,885
Heat, light and utilities	11,499	10,602
	384,246	378,884
Share of support costs (see note 10)	153,172	164,375
Share of governance costs (see note 10)	24,506	13,337
	561,924	556,596
Analysis by fund		
Unrestricted funds	242,127	83,248
Restricted funds	319,797	473,348
	561,924	556,596

10 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	125,770	-	125,770	142,554	-	142,554
Other office costs	27,402	-	27,402	21,821	-	21,821
Independant examiner fees	-	1,890	1,890	-	1,890	1,890
Legal and professional	-	22,616	22,616	-	11,447	11,447
	153,172	24,506	177,678	164,375	13,337	177,712
Analysed between						
Charitable activities	153,172	24,506	177,678	164,375	13,337	177,712

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

12 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Total staff	26	26

Employment costs	**2022 £**	**2021 £**
Wages and salaries	500,906	481,550
Social security costs	37,599	35,594
Pension costs	9,754	9,606
	548,259	526,750

There were no employees whose annual remuneration was more than £60,000.

13 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Total
	£	£	£
Cost			
At 1 September 2021	314,109	114,848	428,957
Additions	-	10,415	10,415
At 31 August 2022	314,109	125,263	439,372
Depreciation and impairment			
At 1 September 2021	253,615	98,154	351,769
Depreciation charged in the year	22,337	10,753	33,090
At 31 August 2022	275,952	108,907	384,859
Carrying amount			
At 31 August 2022	38,157	16,356	54,513
At 31 August 2021	60,494	16,696	77,190

14 Debtors

	2022	2021
Amounts falling due within one year:	**£**	**£**
Prepayments and accrued income	13,006	-

15 Creditors: amounts falling due within one year

	2022	2021
	£	**£**
Other taxation and social security	10,295	8,015
Other creditors	3,750	4,992
Accruals and deferred income	2,038	15,201
	16,083	28,208

16 Analysis of net assets between funds

	Unrestricted 2022	Restricted 2022	Total 2022	Unrestricted 2021	Restricted 2021	Total 2021
	£	**£**	**£**	£	£	£
Fund balances at 31 August 2022 are represented by:						
Tangible assets	10,909	43,604	54,513	9,969	67,221	77,190
Current assets/(liabilities)	138,627	79,662	218,289	241,694	47,626	289,320
	149,536	123,266	272,802	251,663	114,847	366,510

17 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022	2021
	£	**£**
Aggregate compensation	153,290	159,282

18	Cash generated from operations	2022	2021
		£	£
	(Deficit)/surpus for the year	(93,709)	51,549
	Adjustments for:		
	Investment income recognised in statement of financial activities	(650)	(487)
	Depreciation and impairment of tangible fixed assets	33,092	44,576
	Movements in working capital:		
	(Increase) in debtors	(13,006)	-
	(Decrease)/increase in creditors	(12,125)	13,741
	Cash (absorbed by)/generated from operations	(86,398)	109,379

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds		
	Balance at 1 September 2021	Incoming resources	Outgoing resources	Balance at 31 August 2022
	£	£	£	£
Capital Grants - Refurbishment and Equipment	67,221	6,002	(29,618)	43,605
Revenue Grants - Service provision	47,626	322,688	(290,653)	79,661
	114,847	328,690	(320,271)	123,266

STICK 'N' STEP

England & Wales - Charity number 1136997

Accounts

Charity Registration No. 1136997

Company Registration No. 07257957 (England and Wales)

STICK 'N' STEP

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

STICK 'N' STEP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Hewitt P Richards R Shorthouse A James F Davies D Upton A Harris E Palmer	 (Appointed 10 December 2020)
Charity number	1136997	
Company number	07257957	
Principal address	3 Croxteth Avenue Wallasey Merseyside CH44 5UL	
Registered office	3 Croxteth Avenue Wallasey Merseyside CH44 5UL	
Independent examiner	Mitchell Charlesworth LLP Glebe Business Park Lunts Heath Road Widnes Cheshire WA8 5SQ	

STICK 'N' STEP

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STICK 'N' STEP

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their annual report and financial statements for the year ended 31 August 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

Our Purpose
We enable, inspire and support children with cerebral palsy and their families.

Who we are
Stick 'n' Step provide free conductive education sessions to children with cerebral palsy. Our support improves mobility, independence and boosts self-confidence, enabling every child to reach their personal potential.

Conductive education is about active learning. Stick 'n' Step sessions incorporate play and music into structured routines to develop functional skills. Children and young people are motivated by working alongside their peers in a positive environment and are empowered to achieve realistic goals that are specific and relevant to them.

At Stick 'n' Step we support the whole family. Regular attendance at our centre means that parents and extended family have the opportunity to meet others in a similar situation and they benefit from regular respite time whilst their children develop in the classroom.

Leo's Story
"Seeing Leo walk was better than winning the lottery"

Six-year-old Leo has attended Stick 'n' Step since he was 3 and when Mum Emma first brought him for his initial consultation, she says she always hoped to see Leo walk, but she didn't know whether it would ever happen. Emma brought Leo to Stick 'n' Step when he was two and a half to talk to the CE team and get an idea of how they might be able to help. A place became available about six months later. At this point Emma had not been given a specific diagnosis, other than being told that Leo had Global Developmental Delay which encompassed a range of difficulties with Leo's development. Emma said "I was told Leo had low muscle tone, epilepsy, and a learning disability. He wasn't gaining weight, had an enlarged head due to macrocephaly and also had nystagmus, resulting in involuntary eye movements which can make it difficult for Leo to focus on anything more than 6 metres away." Emma didn't receive the official diagnosis of Leo's condition until a month before he was four years old when she was told that Leo had a rare genetic disorder referred to as KPTN.
Leo settled in well at Stick 'n' Step and although Emma's dream was to see him walk, she described his progress in the first couple of years as being 'almost at a snail's pace'. At five years old Leo hadn't taken a single step although he had learned to stand using a walking frame. A few months after that he started to take a few steps holding the parallel bars, but nothing could have prepared Emma for the feeling of total joy when she came back to the centre to learn that Leo had taken his first independent steps. She said "There really are no words to describe how I felt at that moment. Because of Covid, parents couldn't use the Family Room which is where I normally sat with a coffee and watched Leo's session on the TV screen, so I'd gone for a run. When I got back to the centre the classroom team told me – and even better than that - they had captured it all on video for me. I just collapsed against the wall and cried tears of joy. It really was better than winning the Lottery".



The classroom team at Stick 'n' Step are working on developing Leo's skills to help him learn how to feed himself. Currently Emma still has to spoon feed him and she has praised the staff for their 'ingenious' methods which include holding a mirror up in front of Leo and then standing behind him and operating his arms to demonstrate the movements he needs to copy. "No other therapist or physio has even given me the sort of practical advice, hints and tips that the classroom team at Stick 'n' Step have. Although his self-feeding goal, and goal of taking the first steps towards toilet training, have been delayed a bit due to Covid, and the subsequent restrictions imposed on the classroom team, I know that as soon as they are able to, they will start working on these areas again with Leo. During the pandemic and the various period of lockdown, Stick 'n' Step continued to provide us with regular support. They dropped off equipment for us to use and were there to help in any way they could which was amazing, especially when we learned that Leo's physio sessions had been put on hold at the Royal School for the Blind in Liverpool where he now attends full time."

When asked what Leo enjoys most about coming to Stick 'n' Step Emma said without any hesitation that it is the music which motivates him. Although non-verbal, Leo loves the singing and the rhythmic music that accompanies many of the tasks and activities the children do in their weekly sessions. He is fascinated by all types of music and at home can be regularly seen tapping to music.

Emma feels especially grateful to her friend for telling her about Stick 'n' Step. She says the charity has made the world of difference to Leo and to our whole family. "Leo's confidence has grown, and I totally credit Stick 'n' Step staff with getting him walking. The repetitive routines and the way sessions are structured are really helping Leo to learn new skills which I hope can give him some independence in the future. We can't thank you enough."

Achievements and performance

The trustees are pleased to report that despite the difficulties presented by the pandemic it has been a strong year for Stick 'n' Step. In September 2020 we were able to resume face-to-face support with our children and young people, provision that was greatly needed after 5 months of supporting our families remotely. Unfortunately, the face-to-face sessions were short lived for our teenage groups, in October 2020 these reverted to online video sessions due to the government restrictions at the time. And in the early months of 2021 most of our children reverted to online video sessions, although we continued with face-to-face provision for under 5s and for children who had recently undergone surgery to enable them to regain mobility.

Whether our families have accessed our services in person at our centres or via online sessions, we know that it has been critical to receive this continued support throughout such an uncertain and challenging time.

'After everything was paused due to Covid, Stick 'n' Step continued to provide their weekly sessions over zoom, something our family will always be grateful for. Our son was able to see his friends and key worker who went the extra mile not only to make the sessions as normal as possible, but also by calling us to see how we were getting on and sending us personalised detailed plans on exercises we can do in between sessions.'

The Stick 'n' Step staff team have risen to every challenge, showing incredible dedication and adaptability, it has been fantastic to see what has been achieved at every stage of the various restrictions, we have certainly grown as a team throughout this period.

Throughout the year, a total of 103 families were supported by our committed team of staff and volunteers. The breakdown in terms of the age of children attending over the year was:
Pre-school (0-4) - 18
Primary (5-11) - 52
Secondary (12-16) - 21
Young adults (17+) - 12

Demand for our services remains high, at the end of August 2021 we had 20 families awaiting a place at Stick 'n' Step. The support service we offer is specialist, regular and free to access and there is a real need for it. We hope to be able to offer places to those on the waiting list next year so the children can start making progress towards their goals.

Staff completed specific training courses to maintain knowledge and best practice across the organisation, this included paediatric first aid, mental health first aid, Makaton, safeguarding training and two senior members of staff completed the designated safeguarding lead training. One of our conductors completed the train the trainer course for manual handling and subsequently delivered manual handling training to our CE team.
Volunteers remained a key part of the organisation, continuing to contribute to the smooth running of our sessions, key fundraising events as well as behind the scenes at each of our centres. The total amount of volunteering time over the year was 785 hours.
We are incredibly grateful to the continued support of the Steve Morgan Foundation who have made another significant contribution to the charity by funding an outdoor classroom for our Runcorn centre as well as committing substantial funds to enable our services in Cheshire. The new outdoor classroom space means we can take the teaching outdoors and the children can practice their skills and play outside, and because we have a canopy, we can go out no matter what the weather is.
In a year where we have had to continue to adapt our services and support families in a hybrid way, we are especially pleased that our annual family survey demonstrated that we continued to make a significant impact in the lives of the children and young people we support, as well as their wider families.

- 89% of families felt that their child's independence had improved
- 96% of families felt that their child's confidence had improved
- 100% of families have trust and confidence in our professional conductors
- 97% of families felt that their child is working towards goals that are challenging but realistic
- 99% of families felt supported by Stick 'n' Step throughout lockdown periods

Financial review

The year to 31 August 2021 has been a challenging but successful year financially for Stick 'n' Step. COVID-19 has continued to have significant impact on our community and events fundraising, we lost income in these areas due to ongoing restrictions affecting fundraising activities and events throughout the year. We have been successful in securing a number of COVID-19 related emergency grants which stabilised our cash flow for the year.

The charity received income of £727,183 for the year (2020 - £720,193). Expenditure during the year was £675,634 (2020 - £643,498), of this £556,596 (2020 - £523,052) was spent on the direct activities for providing conductive education services to disabled children and young people.

Depreciation charged in the year amounted to £44,578, for our land and buildings and fixtures, fittings and equipment. This continues to be sizeable cost for the organisation as a result of the significant capital investment in 2017 and further capital expenditure in 2020-21.

This has resulted in a £51,549 surplus for the year to August 31, 2021, and results in our unrestricted reserves being held at £251,663. This remains a strong financial platform for the charity to continue to provide vital specialist support to families across the North West of England. Strong financial governance from trustees and management, combined with continued growth in community and corporate fundraising income will be critical for Stick 'n' Step to consolidate this position in what we expect to be an extremely challenging fundraising environment in 2021-22.

Paul Richards, Treasurer

Reserves Policy

Trustees recognise that there are risks associated with each stream of income and expenditure being different from that budgeted, which has the potential for significant impact on reserve levels. Having a reserves policy equivalent to a range of months of operating costs enables trustees to monitor and manage this risk and allows time to develop new sources of income or cut-back on related expenditure if needed.

The trustees have resolved to keep reserve funds in the range of three to six months of operating costs based on the current year's expenditure. Based on this year's expenditure, three months of operating costs equates to £168,908 and the board will manage expenditure to ensure reserves do not drop below this level. Monthly management accounts are produced and examined by the chair and the treasurer, further scrutiny of the financial position is monitored at board meetings. The board believes that reserves should be kept at this level to ensure the charity can run efficiently and meet the needs of its on-going service, whilst ensuring that funding is driven to the front line of our work as quickly and readily as possible.

Investment policy

Stick 'n' Step does not currently hold any free reserves in investments, however funds which are surplus to that required for day-to-day expenditure are held in a different savings account.

Risk Management

The charity upholds a risk policy, as a formal acknowledgement that the trustee board is committed to maintaining a strong risk management framework. The aim of this policy is to ensure that the charity makes every effort to manage risk appropriately.
The policy outlines the risk management strategy, which comprises:

- A consistent framework and protocol for determining appetite for and tolerance of risk
- An annual review of the risks the charity may face within the charity's risk register
- The establishment of systems and procedures to mitigate the risks identified
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

Management of risk is an integral part of our planning and project management processes, with risks identified and assessed as we develop our plans each year. The major risks that have been identified and are mitigated are as follows:

1. Poor quality service causes harm to a service user or member of staff.

Mitigation: Annual assessment of staff training needs with specific focus on safeguarding and first aid. The charity now has three members of staff trained as Designated Safeguarding Officers. Activity specific risk assessments are completed and reviewed annually. Staff have completed safeguarding, paediatric first aid and manual handling training to continually refresh and update knowledge and skills.

2. Insufficient funds raised causing interruption to operational service and progress of strategic aims.

Mitigation: Monthly monitoring between CEO and the treasurer, including cash flow forecasting to ensure there is an up-to-date forecast of the charity's financial position to the end of the financial year. We review our reserves policy and long-term financial plans annually to ensure that they remain relevant and keep reflecting the charity's current status.

3. Brexit deterring international conductors (our specialist teachers) from working in the UK

Mitigation: Our Chief Executive is a committee member of the Conductive Education (CE) Consortium UK which bring together CE centres across the UK, this has strengthened our network. Training is in place to enable our conductors to train and mentor students studying their CE degree in the UK. We have an application pending to become a licensed sponsor under the skilled worker immigration route, this will enable Stick 'n' Step to recruit skilled workers from outside of the UK.

4. COVID-19

Mitigation: Following a lengthily period of homeworking, most of our staff have returned to working in our centres. Thorough risk assessments have been completed to ensure we operate within COVID-19 secure guidelines. We have also developed a Coronavirus Policy which is signed by all staff and parents, this is reviewed every half-term to ensure our practice remains relevant and up to date with the latest guidelines. Some of our staff are still working from home to ensure there is enough space for social distancing in the centres.

Structure, governance and management
The charity is a company limited by guarantee.

Public benefit
In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)'.
As its main activity, the charity must have charitable purposes or 'aims' that are for the public benefit. The Charities Act 2011 provides specific descriptions of charitable purposes that are for public benefit and the category that our work falls into is the 'relief of those in need because of youth, age, ill-health, disability, financial hardship or other disadvantage'.
The objects as stated in our Articles of Association (18th May 2010) are:
To advance the education and relieve suffering of primarily children with motor disorders and provide information, advice and guidance to their families and carers in particular by means of conductive education.
Stick 'n' Step have families travelling from across the North West of England and North Wales to access our support.

C Hewitt
P Richards
R Shorthouse
A James
F Davies
D Upton
A Harris
E Palmer (Appointed 10 December 2020)

Trustee recruitment and appointment
An annual review of the trustees' attendance and professional knowledge is carried out to ensure that a broad range of skills and experience is available to guide and govern the charity. This process identifies any skills gaps, which enables the charity to address these via recruitment of new trustees. Trustee positions are advertised through the charity's website, its network of supporters and via external channels (Doit.org/Reach Volunteering). All candidates are asked to submit their CV and a statement of support to show why they want to take the position. All candidates meet with the Chief Executive and the trustee selection panel, before a proposal is agreed by the board of trustees.

All new trustees have a structured induction to the organisation. There is an induction pack which includes; a copy of the Charity Commission's information booklet 'The Essential Trustee', a copy of Stick 'n' Step's Articles of Association, the business plan and minutes of recent board meetings. New trustees have an induction meeting to brief them on their legal obligations under charity and company law, the committee and decision making processes, the business plan and recent financial performance of the charity. New trustees also have the opportunity to observe a board meeting before taking up the role.

All trustees are encouraged to attend appropriate external events where these will facilitate the undertaking of their role and also to attend Stick 'n' Step events to meet with service users.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Key Management Personnel

The trustees consider the key management personal to be the Chief Executive, Head of Conductive Education, Head of Fundraising and the Operations Manager.

The trustees have delegated significant authority and responsibility to the Chief Executive in the day-to-day running of the charity, who has authority and responsibility for planning, directing and controlling the activities of the charity on a day-to-day basis.

All trustees give of their time freely and no trustee received remuneration in the year.

The pay of the staff is reviewed annually. In view of the nature of the charity, the trustees benchmark against pay levels in other charities of a similar size.

The trustees' report was approved by the Board of Trustees.

R Shorthouse

R Shorthouse

Trustee

Dated: 16 March 2022

STICK 'N' STEP

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STICK 'N' STEP

I report to the trustees on my examination of the financial statements of Stick 'N' Step (the charity) for the year ended 31 August 2021.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, 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 that in any material respect:

1 Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 The financial statements do not accord with those records; or

3 the financial statements 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 financial statements 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 financial statements to be reached.

Rob Davies
Mitchell Charlesworth LLP

Glebe Business Park
Lunts Heath Road
Widnes
Cheshire
WA8 5SQ

Dated: 16 March 2022

STICK 'N' STEP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:							
Donations and legacies	3	173,338	-	173,338	231,627	-	231,627
Charitable activities	4	30,425	495,403	525,828	90,234	390,744	480,978
Other trading activities	5	27,530	-	27,530	7,172	-	7,172
Investments	6	487	-	487	416	-	416
Total income		231,780	495,403	727,183	329,449	390,744	720,193
Expenditure on:							
Raising funds	7	64,980	54,058	119,038	109,614	10,832	120,446
Charitable activities							
Providing Conductive education	8	83,248	473,348	556,596	158,441	364,611	523,052
Total charitable expenditure		83,248	473,348	556,596	158,441	364,611	523,052
Total resources expended		148,228	527,406	675,634	268,055	375,443	643,498
Net income/(expenditure) for the year/ Net movement in funds		83,552	(32,003)	51,549	61,394	15,301	76,695
Fund balances at 1 September 2020		168,111	146,850	314,961	106,718	131,549	238,267
Fund balances at 31 August 2021		251,663	114,847	366,510	168,112	146,850	314,962

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

STICK 'N' STEP

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**12**		77,190		53,572
Current assets					
Cash at bank and in hand		317,528		275,857	
Creditors: amounts falling due within one year	**13**	(28,208)		(14,467)	
Net current assets			289,320		261,390
Total assets less current liabilities			366,510		314,962
Income funds					
Restricted funds	**18**		114,847		146,850
Unrestricted funds			251,663		168,112
			366,510		314,962

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 16 March 2022

Paul Richards

P Richards
Trustee

R Shorthouse

R Shorthouse
Trustee

Company Registration No. 07257957

STICK 'N' STEP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	**16**		109,379		109,680
Investing activities					
Purchase of tangible fixed assets		(68,195)		-	
Interest received		487		416	
Net cash (used in)/generated from investing activities			(67,708)		416
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			41,671		110,097
Cash and cash equivalents at beginning of year			275,857		165,760
Cash and cash equivalents at end of year			317,528		275,857

1 Accounting policies

Charity information

Stick 'N' Step is a private company limited by guarantee incorporated in England and Wales. The registered office is 3 Croxteth Avenue, Wallasey, Merseyside, CH44 5UL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	12.5%/20% Straight line
Fixtures, fittings & equipment	20% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	173,338	231,627

4 Charitable activities

	Charitable Income 2021 £	Charitable Income 2020 £
Grants receivable	525,828	307,589
Analysis by fund		
Unrestricted funds	30,425	90,234
Restricted funds	495,403	390,744
	525,828	480,978

5 Other trading activities

	2021 £	2020 £
Fundraising events	27,530	7,172

6 Investments

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Interest receivable	487	416

7 Raising funds

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Fundraising and publicity				
Staging fundraising events	17,531	351	17,882	11,030
Marketing and publications	4,200	-	4,200	6,937
Staff costs	43,249	53,707	96,956	102,479
Fundraising and publicity	64,980	54,058	119,038	120,446
	64,980	54,058	119,038	120,446
For the year ended 31 August 2020				
Fundraising and publicity	109,614	10,832		120,446

8 Charitable activities

	2021	2020
	£	£
Staff costs	287,240	276,333
Depreciation and impairment	44,576	31,682
Equipment and class materials	16,822	15,439
Insurance	4,976	3,771
Licences and subscriptions	1,968	1,323
Miscellaneous expenses	1,815	913
Rent, rates and maintenance	10,885	13,325
Heat, light and utilities	10,602	12,322
	378,884	355,108
Share of support costs (see note 9)	164,375	157,152
Share of governance costs (see note 9)	13,337	10,792
	556,596	523,052
Analysis by fund		
Unrestricted funds	83,248	
Restricted funds	473,348	
	556,596	
For the year ended 31 August 2020		
Unrestricted funds		158,441
Restricted funds		364,611
		523,052

9 Support costs

	Support costs	Governance costs	2021	2020	Basis of allocation
	£	£	£	£	
Staff costs	142,554	-	142,554	120,870	
Other office costs	21,821	-	21,821	36,282	
Independent examiner fees	-	1,890	1,890	1,680	Governance
Legal and professional	-	11,447	11,447	9,112	Governance
	164,375	13,337	177,712	167,944	
Analysed between					
Charitable activities	164,375	13,337	177,712	167,944	

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Total staff	26	25

Employment costs	2021 £	2020 £
Wages and salaries	481,550	429,394
Social security costs	35,594	32,188
Pension costs	9,606	6,331
	526,750	499,682

There were no employees whose annual remuneration was £60,000 or more.

12 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Total
	£	£	£
Cost			
At 1 September 2020	251,678	109,084	360,762
Additions	62,431	5,764	68,195
At 31 August 2021	314,109	114,848	428,957
Depreciation and impairment			
At 1 September 2020	217,958	89,231	307,189
Depreciation charged in the year	35,657	8,921	44,578
At 31 August 2021	253,615	98,152	351,767
Carrying amount			
At 31 August 2021	60,494	16,696	77,190
At 31 August 2020	33,720	19,852	53,572

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	8,015	132
Other creditors	4,992	2,925
Accruals and deferred income	15,201	11,410
	28,208	14,467

14 Analysis of net assets between funds

	Unrestricted	Restricted	Total
	£	£	£
Fund balances at 31 August 2021 are represented by:			
Tangible assets	9,969	67,221	77,190
Current assets/(liabilities)	241,694	47,626	289,320
	251,663	114,847	366,510

15 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021	2020
	£	£
Aggregate Compensation	159,282	140,055

16 Cash generated from operations

	2021	2020
	£	£
Surplus for the year	51,549	76,695
Adjustments for:		
Investment income recognised in statement of financial activities	(487)	(416)
Depreciation and impairment of tangible fixed assets	44,576	31,682
Movements in working capital:		
Increase in creditors	13,741	1,719
Cash generated from operations	109,379	109,680

17 Analysis of changes in net funds

The charity had no debt during the year.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds		
	Balance at 1 September 2020	Incoming resources	Outgoing resources	Balance at 31 August 2021
	£	£	£	£
Capital Grants - Refurbishment and Equipment	42,438	65,982	(41,199)	67,221
Revenue Grants - Service provision	104,412	429,421	(486,207)	47,626
	146,850	495,403	(527,406)	114,847

Stick 'N' Step
3 Croxteth Avenue
Wallasey
Merseyside
CH44 5UL

Mitchell Charlesworth LLP
Glebe Business Park
Lunts Heath Road
Widnes
Cheshire
WA8 5SQ

21 March 2021

Dear Sirs

This letter is provided in connection with your independent examination of the accounts of Stick 'N' Step for the year ended 31st August 2021.

We confirm that the following representations are made to the best of our knowledge and belief, having made such inquiries of management and staff as we considered necessary to satisfy ourselves that each of the following representations can properly be made.

General

We have fulfilled our responsibilities as trustees, as set out in the terms of your engagement letter dated 26th May 2017 under the Charities Act 2011, for the preparation of the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) for being satisfied that they give a true and fair view and for making accurate representations to you.

All accounting records and relevant information have been made available to you for the purpose of your independent examination and all transactions undertaken by the charity have been properly recorded in the accounting records and are reflected in the accounts.

All other records and related information, including minutes of all trustees meetings, have been made available to you. We have provided unrestricted access to persons within the entity from whom you have deemed it necessary to request information.

We confirm that the accounts are free of material misstatements, including omissions.

Internal Control and Fraud

We acknowledge our responsibility for the design, implementation and maintenance of internal control systems to prevent and detect fraud.

We have disclosed to you all information in relation to fraud or suspected fraud that we are aware of affecting the entity involving management or employees who have a significant role in internal control or others where fraud could have a material effect on the accounts.

We have also disclosed to you all information in relation to allegations of fraud, or suspected fraud affecting the entity's accounts communicated by current or former employees, analysts, regulators or others.

Laws and Regulations

We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charitable company conducts its business and which could affect the accounts.

The charitable company has complied with all aspects of its contractual agreements that could have a material effect on the accounts in the event of non-compliance.

Accounting Estimates

Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

Assets and Liabilities

The charitable company has satisfactory title to all assets, and there are no liens or encumbrances on the charitable company's assets except as disclosed in the accounts.

We have recorded or disclosed, as appropriate, all liabilities both actual and contingent, and have disclosed in the notes to the accounts all guarantees given to third parties.

The carrying value and where relevant the fair value measurements and classification of assets and liabilities are properly reflected in the accounts and there are no plans or intentions that may materially alter this.

Stock is not stated at an amount in excess of net realisable value. There are no plans to abandon product lines or other plans that will result in any excess or obsolete stock.

Loans and Arrangements

The charitable company has at no time during the year entered into any arrangement, transaction or agreement to provide credit facilities (including loans, quasi loans or credit transactions) for trustees, nor to guarantee or provide security for such matters.

Legal Claims

We have disclosed all known actual or possible litigation and claims that have been, or are expected to be received and such matters, as appropriate, have been properly accounted for and disclosed in the accounts.

Related Parties

Related party relationships and transactions have been appropriately accounted for and disclosed in the accounts. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters that require disclosure in order to comply with the requirements of company law or accounting standards.

Subsequent Events

All events since the balance sheet date which require disclosure or which would materially affect the amounts in the accounts have been adjusted or included in the accounts.

Going Concern

We believe that the charity's accounts should be prepared on a going concern basis on the grounds that the current and future sources of funding or support will be more than adequate for the charitable company's needs. We have considered a period of twelve months from the date of approval of the accounts.

We believe that no further disclosures relating to the charitable company's ability to continue as a going concern need to be made in the accounts.

Grants and donations

All grants, donations and other income, the receipt of which being subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Regulatory matters

We are not aware of any matters of material significance that should be reported to the Charity Commission.

There have been no other communications with the Charity Commission or other regulatory bodies during the year or subsequently concerning matters of non-compliance with any legal duty.

Yours faithfully

Signed on behalf of the board of trustees by:

R Shorthouse

.....

Trustee