



Drugs & Alcohol, Resettlement, Aftercare, Family Support

Steps2Recovery
(A Company Limited by Guarantee)

Company registration number: 07269361

Trustees Report and Financial Statements

for the year ended

31st March 2022

Wenn Townsend

Chartered Accountants

Oxford

The registered and principal office of Steps2Recovery is Lexham House, 28 St Charles Square, London W10 6EE, and you can visit our website at www.steps2recovery.org.uk

Steps2Recovery**Contents**

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Steps2Recovery**Legal and Administrative Information**

Steps2Recovery was registered with Companies House on 1st June 2010 as a private company limited by guarantee and with the Charity Commission. The charity registration number is 1138353, and our limited company number is 7269361.

STATUS

Registered as a company limited by guarantee on 1st June 2010
and granted charitable status on 11th October 2010

CHARITY NUMBER 1138353

COMPANY NUMBER 07269361

TRUSTEES

Tom Bolt
Lesley Hart – Chair of Trustees
Charles Clode
Sophie Molins
Gwendoline Young
May Edwards - resigned 19 April 2021
James Ohene-Djan
Ed Frazer

PATRONS

Anna Chancellor
Matt Lucas
Ant McPartlin
Amzie McPartlin
David Morrissey

WEBSITE www.steps2recovery.org.uk

REGISTERED OFFICE

Lexham House
28 St Charles Square
London
W10 6EE

PRINCIPAL BANKERS Santander UK plc

INDEPENDENT EXAMINER

Ajay Bahl FCA
Wenn Townsend
30 St Giles
Oxford OX1 3LE

Steps2Recovery

Report of the Trustees for the year ended 31st March 2022

The trustees (who are also directors of the charitable company) present their report and the financial statements for the year ended 31st March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS102) in preparing the annual report and financial statements of the charity.

PURPOSE OF THE CHARITY

Breaking the chain of addiction and re-offending in the community, creating a safer environment for all.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit. Steps2Recovery delivers public benefit by supporting clients with a history of offending behaviour, fuelled by drug and alcohol addictions. We know that facilitating change with this vulnerable group helps to improve their own safety, the safety and happiness of their families, and ultimately the safety and well-being of the wider community.

We help to improve the lives of people in the criminal justice system affected by alcohol or drug dependency by providing high quality, abstinence-based treatment options, help with practical needs and end-to-end support through working with other agencies.

We provide a day programme in a safe and supported residential setting to enable and encourage clients to improve the quality of their lives and to fulfil their potential without recourse to alcohol, drugs and re-offending.

We enable clients to:

- Achieve long term freedom from drink, drugs and crime, helping them to identify and recognise triggers that lead back to relapse and how to avoid them. We encourage clients to see the positive benefits of making changes to their lives and recognise their part in living well;
- Engage and build positive relationships during the programme, with counsellors, mentors and their peers. We encourage them to develop sustainable and positive relations outside our structured programme by attending self-help/ mutual aid groups, giving them the best opportunity for long term recovery capital. We work closely with clients to begin repairing or rebuilding family ties, in order to establish positive family relationships; and
- Use our support to engage positively with our partners and other agencies to deal with practical problems they face, such as homelessness, unemployment, custody issues, skills, literacy and family issues.

MAIN ACTIVITIES OF THE CHARITY

Steps2Recovery specifically supports people caught in the revolving door of homelessness, addiction, criminal behaviour and prison. Approximately 60,000 prisoners reported having used drugs in the four weeks before starting their sentence (MoJ 2018) – around 60% of the entire prison population. Approximately 60% of them go on to be re-convicted within months of release (Bromley Briefings 2019). People leave prison with a government discharge grant for £76 and often face lengthy delays in getting the financial support they need to stand any chance at all of a stable start to their life outside.

The support we offer begins at the moment our clients leave the prison gate. Our clients have no need to endure lengthy community based funding assessments that so often see them return to the places, people and things that trigger a return to the revolving door and a resigned loss of motivation.

On arrival at Steps2Recovery our clients enter a 12-week therapeutic treatment programme delivered by a team of highly qualified and BACP registered counsellors. We have six residential places for people who would otherwise be homeless and six places for day clients staying in secure abstinence based accommodation. This 12-week programme remained firmly in place and accessible through and beyond the lifting of the final stages of Covid 19 restrictions in May 2021.

The Steps2Recovery counselling team delivers:

*1:1 & group therapy & psycho-educational workshops.
focusing on addiction/recovery, criminality, inter-personal patterns of relating, individual behaviour process and unconscious/conscious alignment.

Steps2Recovery

Report of the Trustees (continued) for the year ended 31st March 2022

*Creative therapies and workshops.

including art therapy, phototherapy, drama and movement therapy, music therapy

*Health and wellbeing activities and workshops.

providing holistic support such as; nutrition/cooking classes, gym-membership for all residents, life-skills coaching, spiritual guidance workshops, homeopathy, reflexology, auricular acupuncture and six-weekly client outings.

*Education, Training and Employment support with direct links into volunteer/apprenticeship schemes.

In addition to the programme Steps2Recovery's clients are:

*Helped with making the correct benefits claims.

*Helped to re-connect with children in the care system -- where possible we work to reunite parents and children and offer access to pro-bono legal support.

*Guaranteed 'move on' into abstinence-based housing via established relationships with community-based housing organisations, primarily Kairos Community Trust. Also possibility of moving into private rented sector if/when appropriate via relationships built with housing agencies.

*In regular contact with S2R Graduates & Peer Mentors which increases hope, personal-motivation and sense of connection.

*Offered comprehensive Aftercare, with weekly group therapy and 1:1 Counselling, tailored to individual need.

2021-22: Key Achievements

Steps2Recovery helps a group of people who have no other options when it comes to accessing high quality addiction treatment. They leave prison often to homelessness or chaos and securing funding for treatment is an extremely challenging and protracted process with fewer residential options being available to them. Steps2Recovery's commitment is to its clients and to operate in order to continue to offer them easy and straightforward access to treatment of the highest possible standard. The treatment provided is person-centred and delivered with genuine care and at no cost. Despite the residual effects of the pandemic, we have been able to achieve our objectives in 2021-22:

- Addiction: To help individuals entrenched in an addiction to drugs/alcohol to lay the foundations for abstinence-based recovery at the point which they are motivated to change - **28 Clients**.
- Offending: To improve the lives of ex-offenders at the point at which they leave prison and are motivated to change their lives (not all directly from prison gate i.e. referred by probation service, community based drug and alcohol services, homelessness organisations etc.) - **28 Clients**.

Challenges

The challenges facing Steps2Recovery and its clients remained constant throughout the financial year. Former prisoners need the opportunity to access treatment for their addiction issues, free of charge, immediately upon leaving prison rather than months later following lengthy and often disheartening community based assessments. Steps2Recovery sees people caught in a seemingly inescapable cycle of addiction, crime and prison but its experience is that if help can be offered at the point of greatest need and motivation this cycle can be broken. Individuals are restored to health, families are reunited and the wider community is a safer place. Everyone benefits.

Steps2Recovery works with ex-prisoners who are motivated to deal with their addictions and associated criminal behaviours – the charity's central objective is to facilitate improvement in their health and in their lives. Steps2Recovery is unique in its work. No other service in the area offers either the same model or accessibility to prison leavers motivated to deal with their addiction issues. The charity focuses specifically on ex-prisoners as its core group of beneficiaries; there are no other treatment organisations in London taking the same approach to delivering a programme of the time duration or intensity as that delivered by Steps2Recovery.

In 2021-22 there was no change in the nature of demand for the service. However, numbers of referrals increased as residential drug and alcohol rehabilitation service options continued to decrease for the addicted ex-prisoner. Steps2Recovery's strategy in 2021-22 focused on exploring opportunities to take on larger premises in order to offer increased residential places and to continue in its mission to raise awareness around its approach to treatment, in order that replicability can be fully examined and modelled by other organisations.

Steps2Recovery

Report of the Trustees (continued) for the year ended 31st March 2022

Partnerships

The Steps2Recovery model is currently entirely dependent upon its ability to raise funds independently from the statutory/government process. Steps2Recovery recognises that the most effective way of working with addicted ex-prisoners is to offer them treatment as soon as their sentences end rather than after they secure funding. As detailed above, many of Steps2Recovery's clients are homeless and entirely without support; they are almost always unable to complete the lengthy community based assessment that would possibly result in a funded place at a residential treatment centre. Consequently, the relationships Steps2Recovery establishes with potential partners and organisations who understand the charity's approach are vitally important to its successful operation.

In 2021-22 the charity's partnership with St Mungo's continued, with St Mungo's providing Steps2Recovery's house on favourable terms in order to facilitate work with resident clients who would otherwise be homeless. Clients' housing benefits/universal credit were paid directly to St Mungo's (Steps2Recovery did not receive any funding benefit from this partnership). St Mungo's guaranteed a level of maintenance and in specific instances policies and procedures were replicated (e.g. Health and Safety, Lone Working).

An informal partnership with Treasures Foundation continued to generate positive outcomes. Treasures is a small, abstinence-based housing project in Stratford, for homeless women leaving prison. Steps2Recovery admits day clients from Treasures secure in the knowledge they are living in safe abstinence based accommodation.

The charity has a strategic relationship with Kairos Community Trust in order that it can guarantee abstinence-based 'move on' accommodation for graduated clients. This is absolutely vital in removing any anxieties about the likelihood of forthcoming homelessness during their 12-week treatment programme.

Relationships were strengthened and developed with prison based drug and alcohol teams including closely coordinating activities with the most significant of these, the Forward Trust. The charity also works with a variety of prison based organisations including CGL, Phoenix Futures, Women in Prison among others.

The charity works closely with probation services and will, when required, attend court in order to assist in the diversion of clients to its service rather than back to short prison sentences (Steps2Recovery accepts clients assigned to Home Detention Curfew and regularly deliver reports to probation/courts).

The Steps2Recovery team liaises with 'in borough' referral organisations such as the service provided by the Turning Point delivered City and Hackney Recovery Service.

Strategic Objectives

Steps2Recovery's strategy remained rooted in its three foundational 'pillars': **Consolidation, Fundraising and Creating Awareness.**

Significant focus towards the end of the year was placed on the locating and securing of a larger, more therapeutically appropriate property. Conversations began with a family trust regarding a house in Ladbroke Grove that would offer the required layout and accommodation capacity. Moving to a property leased directly from its owners would offer new revenue potential in addition to the ability to work with increased numbers of clients.

Following meetings on the subject of succession planning it was decided that the role of Chair/CEO should be separated, and that funding should be sought in order to cover the costs relating to the recruitment of a CEO.

Steps2Recovery continued to raise awareness via its involvement in various events and recovery-based initiatives. The most significant of these was The Taking Action on Addiction campaign which launched at BAFTA in October, presented by Steps2recovery patron Ant McPartlin with HRH The Princess of Wales making the opening address. Steps2Recovery was one of six organising charities and the activity led to branding in local and national media.

Steps2Recovery

Report of the Trustees (continued) for the year ended 31st March 2022

Annex A – structure and governance

Lesley Hart was elected to Chair in March 2021 and also fulfilled the role of Chief Executive Officer.

May Edwards stepped down from the Board in 2021-22 having qualified as a psycho-therapist before going on to join the Steps2Recovery counselling team.

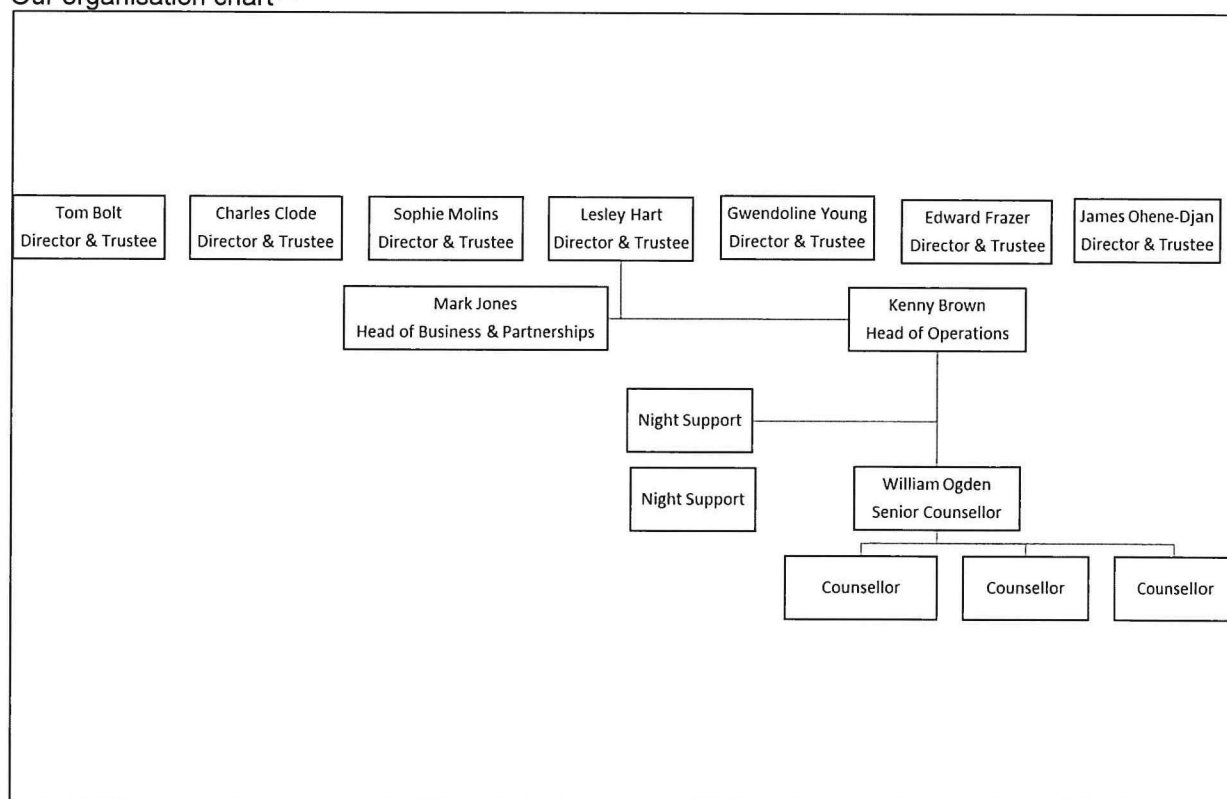
Otherwise the Board remained unchanged:

Tom Bolt
Charles Clode
Edward Frazer
Lesley Hart – Chair/CEO
Sophie Molins
James Ohene-Djan
Gwendoline Young

Steps2Recovery adheres to the 2020 Charity Governance Code and its seven guiding principles. This is monitored on an ongoing basis by trustee Gwendoline Young. GDPR is also monitored in accordance with current guidelines/regulations.

Operations are headed by Kenny Brown with Mark Jones taking responsibility for Business and Partnerships and William Ogden managing the clinical team.

We remain committed to equity, diversity and inclusion and our Board reflects this commitment.
Our organisation chart –



The rights and responsibilities of the Trustee/ Directors are set out in our Memorandum of Association. They do not receive funding or benefit from Steps2Recovery.

Steps2Recovery

Report of the Trustees (continued) for the year ended 31st March 2022

Income

Total income was £221,802 (2021: £216,873) an increase of £4,929. Income received from grants and contracts accounted for 64% of all income received and was £142,000 (2021: £133,000) an increase of £9,000 from the previous year.

Expenditure

Total expenditure was £216,778 (2021: £188,010), an increase of £28,768.

Balances

Restricted balances carried forward for use in 2022-23 have remained broadly constant at £51,065 (2021: £51,004). Unrestricted balances carried forward for use in 2022-23 have increased from £65,898 to £70,861.

Reserves policy

The Steps2Recovery Reserves policy describes the rationale for holding and calculating its Operating Reserve. The minimum level of the Operating Reserve is determined by key expenses to the organisation to ensure Trustees can meet all liabilities in the event that key funded services need to be wound down. These cover:

- Contractual wage costs due during wind down of services
- Statutory redundancy costs for employed staff.
- Cashflow reserves to cover other running costs during wind down of services

The calculation to meet these conditions has resulted in an Operating Reserve of £69,380. The Board are content that they have reached their initial Reserve ambition and will review this in 2022 alongside a review of their strategic priorities for the next three years.

Going concern

Despite the residual effects of the pandemic Steps2Recovery achieved a successful financial and operational year in 2021-22 and is in a robust, sustainable position having again met its reserves target. Services were fully subscribed to during the year and existing partners were content that all expectations relating to treatment delivery were met.

Steps2Recovery's funding base is broadly divided as follows:

Trusts and Foundations	64%
Fundraising events	24%
Individual Giving	10%
Corporates	2%

In November 2021 the charity was successful in an application made to The National Lottery Community Fund, providing £180,000 funding over a period of three years. Significant funding support in 2021-22 also includes: £120k from the Moondance Foundation (also across three years - £40k pa – two years remaining) and the Henry Smith Charity (£40k pa); the Lloyds Bank Foundation (£25k pa) renewed its support in 2021 for a further two years having funded the charity since 2017. In addition to their financial donation LBF has provided a wide range of support options which have proved significant in our development.

Steps2Recovery

Report of the Trustees (continued) for the year ended 31st March 2022

Annex B

The Charity's Objects are:-

1. Promotion of the Law, Police and Crime Prevention

To promote for the benefit of the public in London and the south east the provision of services to those victims, and ex-offenders affected by addiction, and crime, with a view to the preservation of public order, and for the protection of the well-being of such victims and the rehabilitation of such offenders.

2. Advice and counselling

The relief of the physical and mental sickness of persons in need by reason of addiction to substances, in particular by the provision of counselling and support.

3. Promotion of Social Inclusion

To promote social inclusion for the public benefit by a revolutionary Rehabilitation approach to reduce re-offending, working with people in (London and the south east) who are socially excluded on the grounds of their substance abuse, and dependency, including alcohol and drugs; (in particular, victims of crime, ex-offenders and their families) to relieve the needs of such people and assist them to integrate into society, in particular by rehabilitation and education.

TRUSTEES RESPONSIBILITIES

Law applicable to incorporated charities in England and Wales requires the trustees of the charity and the directors of the company to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and of its financial activities for that period.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- follow applicable accounting standards and the Charities SORP, disclosing and explaining any departure in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with charity law.

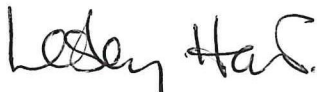
They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

APPROVAL

Approved and authorised for issue by the Board of Trustees on 19 December 2022 and signed on their behalf by:



Lesley Hart
Chair of the Board

Steps2Recovery

Independent Examiner's Report to the Trustees

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 9 to 15.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no 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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Ajay Bahl BA BFP FCA
Wenn Townsend
30 St Giles
Oxford
OX1 3LE

19 December 2022

Steps2Recovery

**Statement of Financial Activities
for the year ended 31st March 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME AND EXPENDITURE					
Income and endowments from:					
Donations, legacies and grants		73,514	95,000	168,514	182,144
Other trading activities:					
Fundraising events		53,287	-	53,287	1,386
Other income – Covid19 support grants		-	-	-	33,343
Investment income: bank interest		1	-	1	-
Total income		<u>126,802</u>	<u>95,000</u>	<u>221,802</u>	<u>216,873</u>
Expenditure on:					
Charitable activities	2	110,214	94,939	205,153	184,584
Raising funds	3	6,848	-	6,848	150
Governance costs	4	4,777	-	4,777	3,276
Total expenditure		<u>121,839</u>	<u>94,939</u>	<u>216,778</u>	<u>188,010</u>
Net income/(expenditure) before taxation		<u>4,963</u>	<u>61</u>	<u>5,024</u>	<u>28,863</u>
Net movement in funds		<u>4,963</u>	<u>61</u>	<u>5,024</u>	<u>28,863</u>
Fund balances at 1st April 2021		<u>65,898</u>	<u>51,004</u>	<u>116,902</u>	<u>88,039</u>
Fund balances at 31st March 2022		<u><u>70,861</u></u>	<u><u>51,065</u></u>	<u><u>121,926</u></u>	<u><u>116,902</u></u>

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above.

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

Steps2Recovery

Balance Sheet
as at 31st March 2022

	Notes	£	2022 £	2021 £
CURRENT ASSETS				
Debtors	7	1,836	-	
Cash at bank and on deposit		126,144	122,323	
		<u>127,980</u>	<u>122,323</u>	
CURRENT LIABILITIES				
Amounts falling due within one year	8	<u>6,054</u>	<u>5,421</u>	
NET CURRENT ASSETS			121,926	116,902
NET ASSETS			<u>121,926</u>	<u>116,902</u>
FUNDS				
Unrestricted funds			70,861	65,898
Restricted funds	9		<u>51,065</u>	<u>51,004</u>
			<u>121,926</u>	<u>116,902</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Approval

The financial statements were approved and authorised for issue by the Board of Trustees on 19 December 2022 and signed on their behalf by:



Lesley Hart
Chair of the Board

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

Steps2Recovery

Statement of Cash Flows
for the year ended 31st March 2022

	2022	2021
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net cash provided by/(used in) operating activities	3,821	38,839
Change in cash and cash equivalents in the reporting period	3,821	38,839
Cash and cash equivalents at 1st April 2021	122,323	83,484
Cash and cash equivalents at 31st March 2022	126,144	122,323

**RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH
FLOW FROM OPERATING ACTIVITIES**

	2022	2021
	£	£
Net (expenditure)/income for the year as per the Statement of Financial Activities	5,024	28,863
Adjusted for:		
(Increase)/decrease in debtors	(1,836)	6,225
Increase/(decrease) in creditors	633	3,751
Other non cash adjustments	-	-
Net cash (used in)/provided by operating activities	3,821	38,839

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	£	£
Cash at bank and in hand	126,144	122,323
	126,144	122,323

The charity has no borrowings or obligations under finance leases; therefore a reconciliation of net debt has not been provided.

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

Steps2Recovery

**Notes to the Financial Statements
for the year ended 31st March 2022**

1. ACCOUNTING POLICIES

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (issued in October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, UK Generally Accepted Practice and the Companies Act 2006. The financial statements have been prepared on the going concern basis and the functional currency is sterling rounded to the nearest £1.
- b) The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.
- c) Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when received unless they relate to a specific period, in which case they are recognised as income in the period to which they relate.
- d) Revenue grants are shown in the Statement of Financial Activities in the year to which they relate and when the conditions for receipt have been complied with. Where the grant has to be matched to a different period the deferred element is deducted from incoming resources and carried forward in liabilities.
- e) Restricted funds represent grants and donations which are allocated by the donor for specific purposes.
- f) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- g) Rentals payable under operating leases are taken to the profit and loss account on a straight line basis over the lease term.

2. EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Staff costs (note 6)	100,214	78,753	178,967	153,743
Staff travel and subsistence	-	312	312	308
Staff training and development	-	451	451	4,347
Other staff costs	-	2,344	2,344	4,552
Rent	10,000	-	10,000	8,343
Telephone and IT	-	1,427	1,427	800
Postage and stationery	-	42	42	-
Client travel and subsistence	-	3,788	3,788	97
Client skills and education	-	-	-	224
Operations	-	4,012	4,012	3,861
Volunteer expenses	-	195	195	14
Albion Road running costs	-	3,615	3,615	5,271
External - support workers	-	-	-	3,024
	<u>110,214</u>	<u>94,939</u>	<u>205,153</u>	<u>184,584</u>

The 2021 comparatives of £184,584, include restricted charitable activities expenditure of £99,429 and unrestricted expenditure of £85,155.

Steps2Recovery

**Notes to the Financial Statements
for the year ended 31st March 2022**

3. EXPENDITURE ON RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Fundraising	6,848	-	6,848	150
	<u>6,848</u>	<u>-</u>	<u>6,848</u>	<u>150</u>

All of the 2021 expenditure is unrestricted.

4. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Independent examiner's fees	1,800	-	1,800	750
Legal and financial	2,977	-	2,977	726
Consultancy	-	-	-	1,800
	<u>4,777</u>	<u>-</u>	<u>4,777</u>	<u>3,276</u>

All of the 2021 expenditure is unrestricted.

5. TAX ON ACTIVITIES

Steps2Recovery is a registered charity and as such is not liable for taxation on any surplus.

6. STAFF COSTS

	2022 £	2021 £
Salaries	162,960	141,050
Employers national insurance	9,549	7,717
Pension contributions	6,458	4,976
	<u>178,967</u>	<u>153,743</u>

The average number of employees during the year was 7 (2021: 7). No employee earned over £60,000 per annum. None of the trustees received any emoluments or travelling expenses during the year (2021: £Nil).

Steps2Recovery

Notes to the Financial Statements (continued) for the year ended 31st March 2022

7. DEBTORS

	2022 £	2021 £
Other debtors	1,836	-
	<u>1,836</u>	<u>-</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Accruals	1,800	1,800
Tax and social security	4,254	3,621
	<u>6,054</u>	<u>5,421</u>

9. RESTRICTED FUNDS – CURRENT YEAR

	At 01.04.21 £	Received in year £	Expenditure in year £	At 31.03.22 £
The Christopher Needler Charitable Trust	19,160	-	-	19,160
The Henry Smith Charity	22,561	40,000	(46,774)	15,787
Lloyds Bank Foundation for England and Wales	5,307	25,000	(28,165)	2,142
John Coates Charitable Trust	3,976	-	-	3,976
National Lottery Community Fund	-	30,000	(20,000)	10,000
	<u>51,004</u>	<u>95,000</u>	<u>(94,939)</u>	<u>51,065</u>

RESTRICTED FUNDS – PRIOR YEAR

	At 01.04.20 £	Received in year £	Expenditure in year £	At 31.03.21 £
The Christopher Needler Charitable Trust	19,160	-	-	19,160
The Henry Smith Charity	14,265	40,000	(31,704)	22,561
Lloyds Bank Foundation for England and Wales	2,355	25,000	(22,048)	5,307
John Coates Charitable Trust	4,200	-	(224)	3,976
London Community Recovery Fund	-	30,000	(30,000)	-
	<u>39,980</u>	<u>95,000</u>	<u>(83,976)</u>	<u>51,004</u>

Steps2Recovery

Notes to the Financial Statements (continued) for the year ended 31st March 2022

9. RESTRICTED FUNDS – (CONTINUED)

The Christopher Needler Charitable Trust: A grant to support the promotion of Steps2Recovery and its activities.

The Henry Smith Charity: A grant to support the running costs of the Steps2Recovery charity.

Lloyds Bank Foundation for England and Wales: A grant to support the running costs of the Steps2Recovery charity.

John Coates Charitable Trust: A grant to be used for the purposes of education, employment and training.

National Lottery Community Fund: A grant to support the running costs of the Steps2Recovery charity.

London Community Recovery Fund (COVID-19): A grant to be used to supplement running costs following the cancellation of the Charity's fundraising events during the COVID-19 pandemic.