STEM4

England & Wales · Charity number 1144506

Details

Status	Registered
Legal form	Charitable company
Company number	07779151
Registered	2011-11-02
Register	View on the Charity Commission register

Contact

Address	Connect House 133-137 Alexandra Road SW19 7JY
Phone	07857 388295
Email	enquiries@stem4.org.uk
Website	www.stem4.org.uk

Activities

Objects: TO PROMOTE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF TEENAGE SUFFERERS OF EATING DISORDERS, DEPRESSION, SELF-HARM AND ADDICTION THROUGH THE PROVISION OF SUPPORT, EDUCATION AND PRACTICAL ADVICE.TO ADVANCE THE EDUCATION OF THE GENERAL PUBLIC IN ALL AREAS RELATING TO THE ABOVE TEENAGE MENTAL HEALTH CONDITIONS.

Activities: To promote and protect the physical and mental health of teenage sufferers of eating disorders, depression, self harm and addiction through the provision of support, education and practical advice and to advance the education of the general public in all areas relating to the above teenage health conditions.

Classification

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

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Geography

- Australia
- Canada
- New Zealand
- United States
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£307,035	£284,521	-	-
2024-09-30	£370,083	£458,842	-	-
2023-09-30	£404,411	£662,924	-	-
2022-09-30	£549,239	£485,583	£388,223	8
2021-09-30	£400,142	£327,519	-	-

Trustees

Name	Role	Appointed
Alan James Kelly		2024-09-20
Andrea Louise Craig		2025-06-02
Andrew George Sales		2015-12-08
Dr Amit Singh Seyan		2024-08-09
Dr NIHARA KRAUSE		2011-11-02
Stheneboea Wiseman		2018-05-02

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STEM4

England & Wales - Charity number 1144506

Accounts

Charity number: 1144506

stem4 Annual Report and Accounts

YEAR TO 30 SEPTEMBER 2025

The mission to secure a mentally healthy future for our children and young people is at a crossroads and the fight for their future has never been more urgent.

Thank you for your support.

Too many children and young people still cannot access the support they need when they need it. Life with anxiety, depression, an eating disorder or trauma is getting harder.

Funding for youth mental health support falls far short of demand. And inequalities, whether from racism, poverty, disability, or identity-based discrimination, mean that access to help is anything but fair.

stem4 refuses to give up on children and young people, their families and schools and colleges. In 2024/25, guided by young people's voices, we fought harder than ever for every step forward. It has not been an easy year, but we have never walked away from the hard moments. We're here, every day, fighting for a future where every young person can grow up with the mental health support they deserve.

Here is what we achieved together in 2024/25.

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Letter from our CEO

Dear Supporter,

As we look back over the past year, we are pleased that stem4 has continued to strengthen its role as a leading provider of early, accessible, evidence-based mental health support for children and young people across the UK. The need for timely intervention has never been greater. With rates of anxiety, low mood, self-harm, and body image issues continuing to rise, young people face mounting pressures at a time when traditional services remain stretched. In this context, our digital tools and resources have once again provided vital, immediate support for many who may otherwise have gone without help.

This year has been one of steady consolidation and meaningful progress. We have continued to refine our focus, prioritising high-impact, clinically validated digital tools while extending our reach through schools, families, and broader community networks. Our suite of apps has remained central to our mission, offering accessible and effective support at scale. We are proud that our tools remain free at the point of use and that, every single day and night, they place essential help directly into the hands of the children and young people who need it most.

A particular recent highlight has been the continued growth of Clear Fear, winner of 'Most Innovative Mental Health Intervention' at the Mental Health Awards 2025 which took place shortly after the year end.

As anxiety becomes one of the most significant challenges facing young people today, schools are increasingly looking for practical, preventative tools that can be embedded into everyday life. Early insights from our in-app measurement work demonstrate Clear Fear's potential to equip students with the skills to manage anxiety independently, reducing reliance on already overstretched school staff. We are excited by the strong foundations laid this year and look forward to expanding our Clear Fear for Schools programme further over the years ahead, ensuring that early, preventative mental health support becomes a routine part of school provision.

Alongside programme development, we have worked hard to build a stronger financial footing for stem4 in what remains an uncertain economic environment. Through careful cost management, diversification of income, and multi-year funding commitments, we are entering the new financial year from a more stable and resilient position. We have reported a healthy financial surplus and ever-strengthening financial reserves, demonstrating the increasing resilience of the charity. This improved footing is crucial as it enables us not only to maintain our existing support for young people but also to invest in the innovation and infrastructure needed for long-term impact.

Our continued progress and renewed stability is a direct result of the dedication and belief of so many people. I would like to extend my heartfelt thanks to our supporters, funders, partners, and trustees for standing with us during a period of both challenge and opportunity. Most of all, I want to thank our passionate and committed staff team. Their expertise, creativity, and unwavering focus on young people's needs ensure that stem4 remains a trusted, forward-thinking charity delivering meaningful change every day.

As we move into a new financial year, we are doing so from a position of strength. Our strategy is clear, our financial foundations are solid, and the need for our work continues to grow. With your support, we will build on this year's progress, expand our reach across schools and communities, and continue to provide accessible, evidence-based digital tools that empower young people to take control of their mental health. Together, we can ensure that every child and young person has the support they need not only to cope, but to thrive.

Dr Nihara Krause MBE
Founder and CEO

About stem4

stem4 is the UK's leading digital mental health charity for children and young people, specialising in prevention and early intervention through clinically validated digital tools

What we do

- Award-winning mental health apps
- Clinically informed website
- National education & awareness programmes

Who we support

- Children and young people
- Parents and carers
- Educators and health professionals

How we make a difference

Early intervention can drastically change outcomes. Our digital-first, clinically grounded approach continues to grow in reach and impact, ensuring young people can access support whenever they need it

Mission and Values

Vision

A world where every child and young person is empowered with the tools and knowledge to support their mental health, enabling them to lead happy, healthy, and resilient lives

Mission

To provide scalable, evidence-based digital mental health solutions that foster awareness, prevention, and early intervention. We equip children and young people, families, educators, and health professionals with clinically validated tools that are accessible, effective, and genuinely empowering

Values

Informative: Clinically accurate, solution-focused, and educational

Positive: A strengths-based approach that promotes resilience and change

Accessible: Digital-first, inclusive, and available to all, particularly vulnerable and disadvantaged communities

Collaborative: Working with young people, professionals, and partners to drive impact

Innovative: Using technology to create sustainable, scalable mental health support

Effective: Committed to measurable impact and continuous improvement

Aims

Increase Early Awareness: Providing engaging mental health education to start conversations and reduce stigma

Deliver Accessible, Digital-First Support: Ensuring young people can access proven mental health tools anytime, anywhere

Empower Self-Management: Helping young people build resilience, coping strategies, and mental well-being skills

Strengthen Evidence-Based Intervention: Developing and refining digital tools with clinical research and real-world impact measurement

Scale Reach Through Strategic Partnerships: Working with schools, healthcare providers, and digital health leaders to broaden access and deepen impact

Ensure Sustainability and Growth: Building financial and operational stability to secure long-term support for young people

Our Commitment to Sustainability

Sustainability sits at the heart of stem4's mission. Our focus is not only on meeting the urgent mental health needs of young people today, but also on building a stable, resilient organisation capable of supporting future generations.

Over the past year, we have strengthened our strategic and financial foundations, consolidating our core digital offerings while ensuring that our most impactful tools remain free and accessible. By prioritising high-value initiatives, refining our operational model, and expanding multi-year funding partnerships, we are laying the groundwork for long-term security and sustained impact.

Our commitment to sustainability extends across every area of our work. From continuous improvement of our clinically validated digital tools, to investment in robust data security and clinical safety, to the growth of Clear Fear for Schools, we are focused on building scalable, evidence-based solutions that are both effective and enduring.

By aligning our resources with our mission and planning for the future with care and ambition, we are ensuring that high-quality mental health support remains available to every child and young person who needs it today, tomorrow, and in the years ahead.

The State of Children and Young People's Mental Health

1.43 million

children affected by a probable mental health disorder in England alone[1]

1 in 5

children/young people have a probable mental health disorder[2] (20% in 2023, up from 13% in 2017)

Anxiety

is the most common reason for mental health referrals to NHS Children and Young People's Mental Health Services (CYPMHS)[1]

Services cannot keep up with rising demand[1]

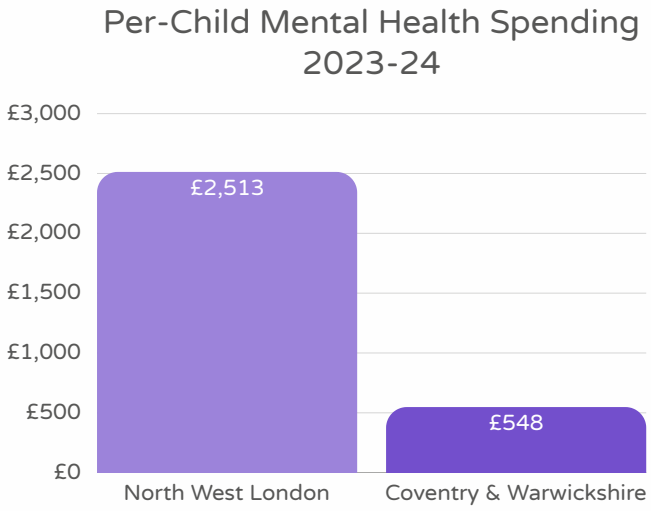
1 million children had an active referral to NHS CYPMHS in 2023/24

4 months average wait for treatment

24% of the estimated number of children with a mental health need accessed NHS treatment

"Years of brief and precious childhoods wasted."
Children's Commissioner, 2025

Where a child lives determines the support they get[1]

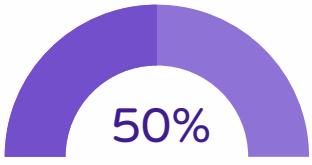


Support is only available once problems escalate

- Children must meet ever-higher thresholds to qualify for help
- Early signs are often dismissed or unsupported
- Many children are turned away or their referrals are closed before care begins

"We must stop asking children to prove they are unwell enough to deserve help."
Children's Commissioner, 2025

Digital prevention reaches children before crisis



of stem4 app users receive no other professional mental health support[3]

- Provides immediate support when young people might otherwise receive none
- Bridges the gap between demand and available services through scalable, digital tools
- Empowers early self-management, helping young people understand and manage their mental health before crisis

[1]Children's Commissioner 2025, Children's mental health services 2023-24 report; [2]NHS England 2023, The Mental Health of Children and Young People in England 2023, report; [3]stem4 app analytics from the reporting period (2024/25)

Impact Review

This year, stem4 continued to deliver high-impact, clinically grounded digital mental health support to children and young people across the UK. As demand for timely, accessible solutions grows, our apps, tools, and school programmes have played a vital role in bridging the gap for those unable to access, or not needing to access, traditional services. Building on last year's progress, we strengthened our evidence base, enhanced our digital platforms, and prepared Clear Fear for Schools for wider, more sustained impact.

At the heart of our impact is the belief that every young person should have access to high-quality, early-intervention support wherever and whenever they need it. Over the last twelve months, that commitment has reached hundreds of thousands of young people and families across the country.

A Year of Meaningful Reach

450,000

young people engaged with stem4 this year across all interventions

280,000	app downloads, bringing us to an all-time total of 5.7 million downloads worldwide
1 million	total Clear Fear app downloads reached in January 2025
220,000	active app users this year
33,890	hours of support delivered through our apps, the equivalent of four hours of support for every hour throughout the year
£1.27	total annual cost per active app user

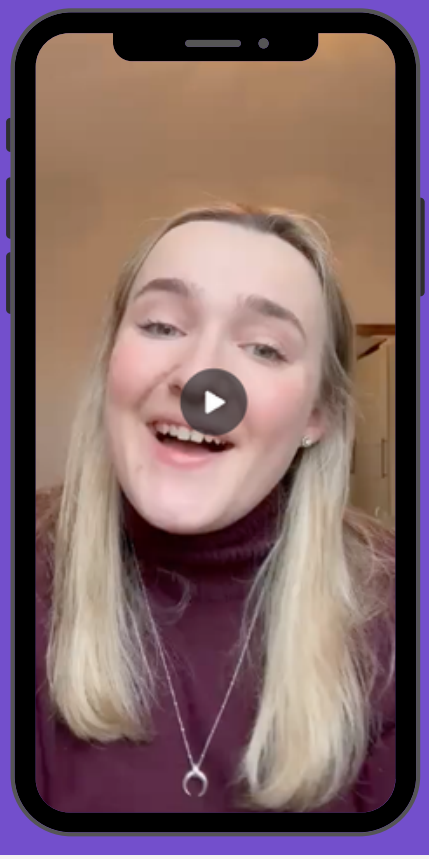
India's Story

How stem4's apps supported her mental health

India began using stem4's apps as a teenager and continued to rely on them for seven years. During moments of anxiety and distress, the apps helped her to feel calm, understand her mental health, and feel supported when she needed it most.

What India values most is knowing that the support is always there: accessible anytime, anywhere. She says she doesn't know what she would have done without the apps during her teenage years.

Watch India's testimonial here.



Our tools continued to demonstrate consistent effectiveness this year, with 91% of engagements reported as helpful by users. Young people used our apps to:

Reduce

60,600 self-harm urges

Calm Harm

Complete

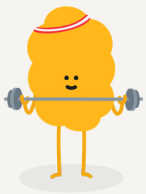
38,160 mindfulness exercises

Calm Harm Clear Fear

Rationalise

15,860 anxious thoughts

Clear Fear



Accomplish

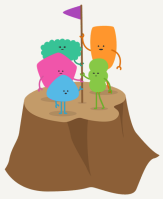
8,360 positive action tasks

Move Mood

Reframe

1,289 negative body image thoughts

Worth Warrior



Provide

1,390 instances of immediate support to friends and family

Combined Minds

These numbers represent more than statistics; they represent lives supported, crises averted, and young people empowered to build strength and resilience in moments of difficulty

Anonymous in-app analytics for 2024/25. 'Engagements' defined here as activities logged

Strengthening Our Evidence Base

This year marked significant progress in demonstrating the real-world impact of our digital tools

Clear Fear Study

Our landmark Clear Fear study was accepted and published in the Journal of Medical Internet Research's sister journal, JMIR Formative Research, in March 2025. The peer-reviewed research showed statistically significant reductions in symptoms of anxiety and depression, reinforcing Clear Fear as an evidence-based tool suitable for large-scale preventative use. The journal also issued a press release highlighting the app's potential to transform early intervention for young people.

Clinical Safety and Governance

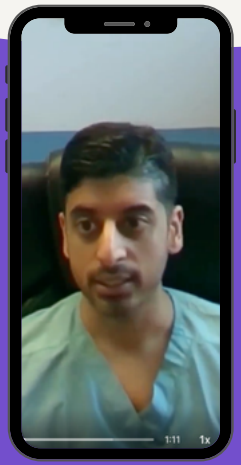
We continued to strengthen the clinical safety and governance of all our apps over the year. Full clinical safety reviews were completed for Clear Fear, Move Mood, Worth Warrior, and Calm Harm, ensuring that each tool meets the highest standards of safety, risk management, and therapeutic integrity. At the same time, we enhanced our in-app impact questions and anonymous analytics, enabling more robust insights into how young people engage with and benefit from our digital tools.

Worth Warrior Recognition

Worth Warrior was selected as one of only three technologies included in the National Institute for Health and Care Excellence (NICE) Digital Self-Help for Eating Disorders: Early Value Assessment. This national recognition underscores the Worth Warrior app's clinical relevance and its potential to support young people experiencing early symptoms of eating disorders. Alongside this external validation, our internal research and development continued, with the Worth Warrior study finalised and submitted for peer review. Additional case studies and deeper analyses are underway to further strengthen future funding, partnership, and NHS engagement.

Commitment to Evidence

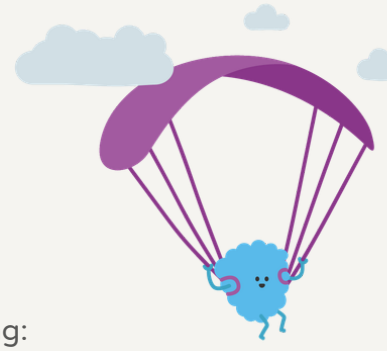
Our commitment to evidence is central to stem4's strategy. Each new study, clinical review, and outcome metric brings us closer to building a digital mental health system that is not only accessible, but demonstrably effective at scale. By continuously validating our digital tools and ensuring clinical rigour, we are providing young people with interventions that work, supporting prevention, and reinforcing the role of technology in early mental health care.



NHS GP Dr Amit Seyan

"I recommend stem4's suite of apps because they offer evidence-based, accessible mental health tools that young people can use between appointments or when waiting for specialist care. What gives me real confidence as a clinician is knowing that these apps have been developed by a mental health professional, using evidence-based approaches and knowledge."

Enhancing School-Based Anxiety Support and Resilience Building

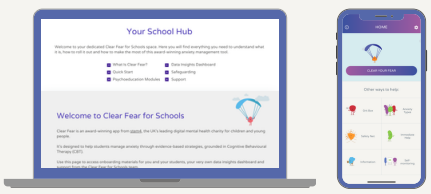


Schools remain a critical setting for prevention and early mental health support, and this year we made significant strides towards embedding Clear Fear within school systems through our developing Clear Fear for Schools (CFS) programme.

CLEAR FEAR FOR SCHOOLS

With anxiety continuing to rise among students and school staff under increasing pressure to respond, the need for accessible, preventative tools has never been greater. Our work this year focused on building a solution in collaboration with teachers, young people and parents or carers, that is both clinically robust and operationally practical for busy school environments.

Throughout 2024/25, we conducted extensive user testing across a number of participating schools and piloted a range of new features designed specifically for educational settings. This included the development of staff and student psychoeducation modules, data insight dashboards, in-app measurement tools, and school hub functionality. Together, these components form the backbone of a scalable, whole-school approach to early intervention, ensuring that Clear Fear for Schools can be delivered affordably and effectively across diverse educational environments.



Our pilot programme reached 195 students, offering rich, real-world insights into how digital tools can reduce students' anxiety symptoms and ease pressure on overstretched teachers, wellbeing leads and school counsellors. Anonymous feedback captured through embedded in-app analytics has played an important role in shaping the programme's development and future direction.

Early results are promising:

8 in 10 of students reported reduced anxiety symptoms

8 in 10 said the Clear Fear app reduced their need for professional support, whether from a teacher, school counsellor, or health professional

These findings reinforce the programme's potential to provide safe, evidence-based support at scale and to give students timely strategies they can use independently, before their symptoms escalate.

Building the foundations for long-term sustainability was also a priority this year. We enhanced the programme's infrastructure by developing digital data insights for schools, refining staff-facing content, improving onboarding and safeguarding pathways, and preparing the system for future expansion. As a result, Clear Fear for Schools is now ready for broader rollout, equipped with the tools schools need to implement early-intervention mental health support confidently and consistently.

With strong early evidence, a scalable framework, and growing enthusiasm from schools, the coming year represents an exciting opportunity to expand Clear Fear for Schools and ensure that thousands more students can access immediate, clinically validated anxiety support exactly when they need it.

LINKS TO LEARN MORE:

- Clear Fear for Schools website
- Promotional video
- Mailing list signup

Digital Reach and Awareness

Alongside our clinically validated apps, stem4's digital ecosystem continues to provide reliable mental health information and practical support. Our websites, campaigns, and resource platforms act as key entry points, helping young people, families, and educators understand, manage, and improve mental wellbeing.

This Year's Digital Reach

200,000
Website visitors

Thousands accessed blogs, self-help guides, school resources, and awareness-day content

Redesigned navigation, clearer signposting, and expanded mailing list opportunities strengthened engagement and retention

Campaign Highlights

5,600 visitors
Youth Mental Health Day website

4,000 visitors
Parent Mental Health Day website

Campaigns spark national conversations and practical action for wellbeing

Education & Schools

122 teachers
Registered for stem4's Head Ed mental health literacy programme this year

3,818 students
Supported with structured mental health lessons this year

Curriculum-aligned, digital-first content ensures stem4 is a trusted partner for schools

Digital Reach & Engagement

373,000 people
Reached across social media channels

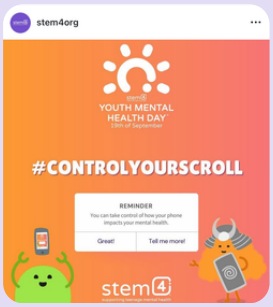
30,000 followers
on Instagram, TikTok, X (Twitter), Facebook, LinkedIn

11,800 interactions
across posts and campaigns

Mailing list subscribers grew by 35%, far above sector average

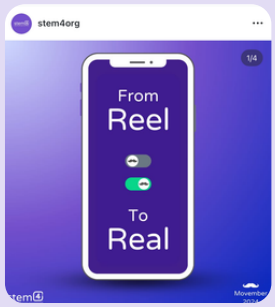
Sign-up here

Campaign Highlights



Youth Mental Health Day 2024

Reached tens of thousands nationally, sparking conversations about online wellbeing. Schools, influencers, and partners promoted positive digital habits to young people and their communities.



Movember 2024

Focused on supporting boys and young men, promoting open dialogue, early help, and accessible digital resources for male mental wellbeing.

Parent Mental Health Day 2025

Launched our Screen Smart Parenting training, providing families with guidance on digital wellbeing. Thousands engaged online via #stem4PMHD, strengthening early support at home.

Self-Harm Awareness Day 2025

Generated the year's deepest engagement through relatable stories and practical coping strategies, empowering young people to seek support.

Winter Appeal 2024 and Big Give 2025

These campaigns achieved our strongest email engagement of the year, using compelling storytelling and clear impact reporting to inspire donations. The generosity of supporters helped fund stem4's outreach, educational programmes, and digital tools, ensuring more young people and families can access vital mental health support.

Follow stem4:

TikTok

Innovation and Development

Behind every hour of support delivered through our apps lies ongoing innovation, technical development, and rigorous clinical oversight. This year, we made substantial progress in ensuring our tools remain safe, effective, responsive to emerging needs, and fit for the future.

A key focus was further strengthening clinical safety, with comprehensive safety reviews completed for Clear Fear, Move Mood, Worth Warrior, and Calm Harm. These reviews ensure every app adheres to best practice, mitigates potential risks, and remains aligned with updated clinical guidance. Alongside this, we also enhanced anonymous user analytics (while maintaining our strict commitment to user privacy) and introduced more refined in-app impact questions, enabling us to capture greater insight into how young people engage with our support, the outcomes they achieve, and what works best.

Our commitment to innovation extended to building out new areas of digital content. We progressed work on our training platform with the development of the Screen Smart Parenting and Reel to Real courses, tools designed to support the adults around young people in navigating digital life, emotional well-being, and online safety.

We were delighted that our focus on innovation and progressive development was rewarded, with Clear Fear named ‘Most Innovative Mental Health Intervention’ at the Mental Health Awards 2025, demonstrating its great potential for supporting young people across the UK with proactive, resilience-building activities to stem the onset of anxiety symptoms. This recognition underscores stem4’s leadership in the digital mental health space and provides confidence in the power of our newest programme, Clear Fear for Schools.

Our commitment to innovation is not simply about adding new features but about ensuring that every tool we provide is safe, clinically sound, technologically resilient, and capable of delivering real benefit to young people today and for years to come.

Strategic Priorities

As the mental health needs of children and young people continue to rise, stem4's strategy for the years ahead continues to focus on strengthening our foundations while scaling the impact of our most effective, accessible, and evidence-based solutions. Building on the progress made this year, our three core strategic priorities remain and will continue to guide our work as we move into next year and beyond.

These priorities reflect our commitment to prevention, digital innovation, financial resilience, and delivering measurable outcomes for young people across the UK.

Technological Innovation

Driving forward high-quality, clinically safe digital tools to meet growing demand.

We remain committed to ensuring our digital solutions evolve with the needs of young people, schools, and families. Over the coming years, we aim to:

- Enhance user experience across our apps, with a particular focus on Clear Fear and its school-based implementation.
- Invest in technological upgrades, infrastructure stability, and strengthened data security.
- Develop new features and in-app measurement tools that help young people track their progress and self-manage their mental health.
- Ensure ongoing excellence in clinical safety, safeguarding, and compliance as our digital reach grows.

Evidence-Based Impact

Demonstrating outcomes that drive system-wide change.

Our commitment to rigorous evaluation continues to underpin all of our work. As stem4 grows, our focus will be on strengthening the evidence base and ensuring measurable, meaningful impact. We aim to:

- Expand real-world data collection across our digital tools, particularly Clear Fear for Schools.
- Produce robust evidence demonstrating how early digital interventions reduce pressure on teachers, pastoral staff, and traditional NHS pathways.
- Strengthen our Theory of Change and embed impact measurement into programme design.
- Conduct further evaluations and economic analysis demonstrating the cost-effectiveness of digital-first, preventative mental health support.
- Share insights with educators, clinicians, policymakers, and funders to influence wider system adoption.

Financial Sustainability

Building a stable foundation that supports long-term growth and free access for young people.

In a challenging economic climate, financial resilience is essential to maintaining and expanding our support. Our strategy is centred on balancing cost control with sustainable income growth. We aim to:

- Continue diversifying income across grants, partnerships, earned income and philanthropy.
- Grow multi-year funding commitments to provide financial predictability and operational stability.
- Further develop Clear Fear for Schools into a key earned-income stream, whilst enabling subsidised access for state schools and sponsored access for disadvantaged schools.
- Further strengthen reserves in line with our policy of 3-6 months of operating expenditure.
- Ensure resources are focused on high-impact, scalable digital interventions that reach the greatest number of young people.

Funding

In another challenging year for the charity sector, we are incredibly grateful for the generosity and commitment of the individuals, schools, companies, charitable trusts, and foundations who have supported stem4. Their contributions have enabled us to continue providing free, evidence-based mental health support to thousands of young people, while strengthening our financial footing for the years ahead.

We have made important progress in diversifying our income, expanding partnerships, and securing grants that recognise the value and impact of our digital-first approach. As demand for early intervention continues to grow, the backing of our supporters has played a vital role in sustaining our work and helping us prepare for future expansion.

Our sincere thanks go to every donor, fundraiser, partner, and champion of stem4. Your support is directly improving the lives of young people who might otherwise go without help.

Support from Charitable Trusts and Foundations

We continue to be deeply grateful for the backing of charitable trusts and foundations who strongly believe in stem4's mission. This year, we received significant support from a range of organisations including reputable funders in the mental health space and across the local community, such as the Stone Family Foundation, Wimbledon Community Foundation, and the Prudence Trust. Their commitment reflects a shared belief in the power of early intervention, digital innovation, and accessible preventative support for children and young people.

These funders have enabled us to strengthen our digital platforms, expand school-based work, and improve the sustainability of our operations. We extend our sincere thanks to all charitable trusts and foundations who have supported us throughout the year.

Corporate Partnerships

Our work is made possible by the engagement and generosity of our corporate partners, whose contributions extend far beyond financial support. This year we were pleased to continue working with long-standing partners such as Diespeker & Co and Terra Ferma Media, while deepening emerging relationships with organisations including the TK Maxx Foundation, the Co-Op Local Community Fund, and Tesco via its Stronger Starts programme.

These collaborations have supported a range of activities across the organisation, from digital development to campaign engagement. We are grateful to every company that has chosen to support stem4 and champion young people's mental health across their teams and communities.

Commercial Income

This year marked the final year of our partnership with Good Thinking, following national NHS funding changes. We remain proud of the work delivered through this collaboration, which provided London-focused mental health support available to all young Londoners, and continue to explore sustainable income opportunities that align with our mission to provide accessible, clinically validated digital tools for young people.

Looking ahead, we are increasingly focusing our commercial efforts on the education sector, where there is significant need for early, preventative mental health support. By developing sustainable school-based income streams that keep our tools free at the point of use for young people, we aim to strengthen the charity's long-term financial foundation while ensuring that every student can access high-quality support when they need it most.

School & Community Fundraising

Across the year, communities, schools, and individuals came together to fundraise for stem4 in creative, energetic, and meaningful ways. Their passion and commitment have been inspiring, and we are pleased to share some highlights.

Running & Endurance Events

Supporters took part in a range of endurance events, including the Royal Parks Half Marathon, the Malta Marathon, and the London Marathon. We are especially grateful to long-term runners such as John Krause, as well as individuals including Amy-Louise Kelly, who ran in memory of her cousin, and Troy Broughton, who successfully completed a monumental year-long challenge. Together, these efforts raised essential funds and awareness for our work.

School Fundraising

Local schools and community groups played a vital role this year. Ursuline High School organised a Christmas fair stall; Rutlish School delivered three creative fundraising activities through the First Give programme; and Tiffin School students raised funds through a student-led initiative. Many other schools also supported us during Youth Mental Health Day.

Creative Fundraising

Zumba fundraising events in November and again during Youth Mental Health Day brought energy and community spirit to our fundraising calendar, with supporters coming together to raise funds in joyful, inclusive ways.

Appeals & Campaigns

Our Winter Appeal raised valuable funds to support ongoing delivery, and the Big Give Small Charity Week appeal was another significant moment of generosity through both public donations and match funding. Individual supporters, including people such as Chloe Gibbons and others across the year, continued to champion stem4 with personal fundraising pages and initiatives.

We remain deeply grateful for everyone who chose to support stem4 this year and who advocate for our work within their communities

The stem4 Team

The strength of stem4 lies in the people who bring our mission to life every day. Our staff, clinicians, trustees, and volunteers work tirelessly to ensure that young people have access to high-quality, evidence-based mental health support whenever they need it. Their commitment, compassion, and expertise continue to drive our progress and shape the future of our organisation.

Core Team

This year, our highly dedicated team continued to deliver and develop the digital tools, clinical expertise, and operational infrastructure that underpin stem4's impact.

Dr Nihara Krause MBE
CEO & Chief Clinical Officer

Ollie Head
Commercial Director

Katie Donnell
Digital Lead

Rita Nagy
Project Manager

Rachel Edwards
Digital Insights Analyst

Zoe Peters
Senior Communications Coordinator

Geraldine Hellings
Finance Manager

We also recognise and thank the staff who moved on from stem4 this year. We are immensely grateful to Philippa Beeson, Dr Richard Graham, and Yvette Nieslony for their invaluable contributions to our work during their time with us, and we wish them every success in their future roles.

Trustees

Our trustees provide essential guidance, governance, and strategic oversight, helping to ensure that stem4 remains effective, accountable, and sustainable. Their expertise spans education, health, digital innovation, policy, and charity leadership.

This year has seen a number of new faces, in line with our aim to ensure a healthy balance of deep understanding of stem4 and fresh ideas on our Board. We are grateful to our Board members:

- Dr Nihara Krause MBE, Chair
- Serkan Girgin
- Andrew Sales
- Sthen Wiseman
- Dr Amit Seyan
- Alan Kelly - joined this year
- Andrea Sparke - joined this year
- Richard Elks - joined this year

Our new trustees bring a strong blend of legal expertise, financial leadership, digital transformation and charity experience to the Board. Their backgrounds span nearly 30 years in financial services, senior leadership in global technology and digital transformation, and extensive public-sector experience shaping children's services at local authority level. Each Trustee also brings valuable personal insight as parents who have seen firsthand the growing pressures facing young people today, strengthening stem4's commitment to early help, better signposting, and accessible, evidence-based support.

We would also like to extend our sincere thanks to Debbie Ward and Franz Ranero, who stepped down from the Board this year. We appreciate the considerable time, insight, and unwavering commitment they brought to stem4's development and governance.

Strategic, Operational and Financial Review

Resilience Strengthened

We are delighted with the charity's performance in what remain challenging circumstances, with FY25 another year shaped by financial uncertainty across the sector. Rising demand for mental health support, increased competition for grants, and reduced opportunities for commercial income in historically strong markets, such as the NHS, created a challenging external environment. Alongside this, national reorganisation and budget constraints within healthcare meant that several routes previously available for funding digital mental health tools were no longer viable or were considerably more difficult to obtain.

Against this backdrop, stem4 undertook a continued process of consolidation, refining our focus to ensure that resources were directed towards the most impactful and cost-effective digital interventions.

This included prioritising development of innovative programmes addressing school-based anxiety and resilience, and making strategic decisions to phase out initiatives no longer sustainable in the current climate, such as our Online Safety First Aid (OSFA) Training Portal and in-person school-based work.

These decisions were taken carefully and deliberately to safeguard the charity's long-term mission and ensure that effective support for young people could be delivered at scale.

Despite the challenges, FY25 was a year in which stem4's resilience strengthened considerably. Our Trustees and Management Team maintained disciplined oversight, enabling us to operate confidently and strategically during a period of ongoing sector turbulence.

A Strategic and Sustainable Approach

Throughout the year, stem4 focused on maximising impact from a streamlined, sustainable set of offerings rooted in clinical integrity and digital scalability. This approach allowed us to continue delivering national-level support while maintaining strict cost control and ensuring that every pound was directed where it could make the greatest difference. In this vein, our total cost per active app user during FY25 was just £1.27.

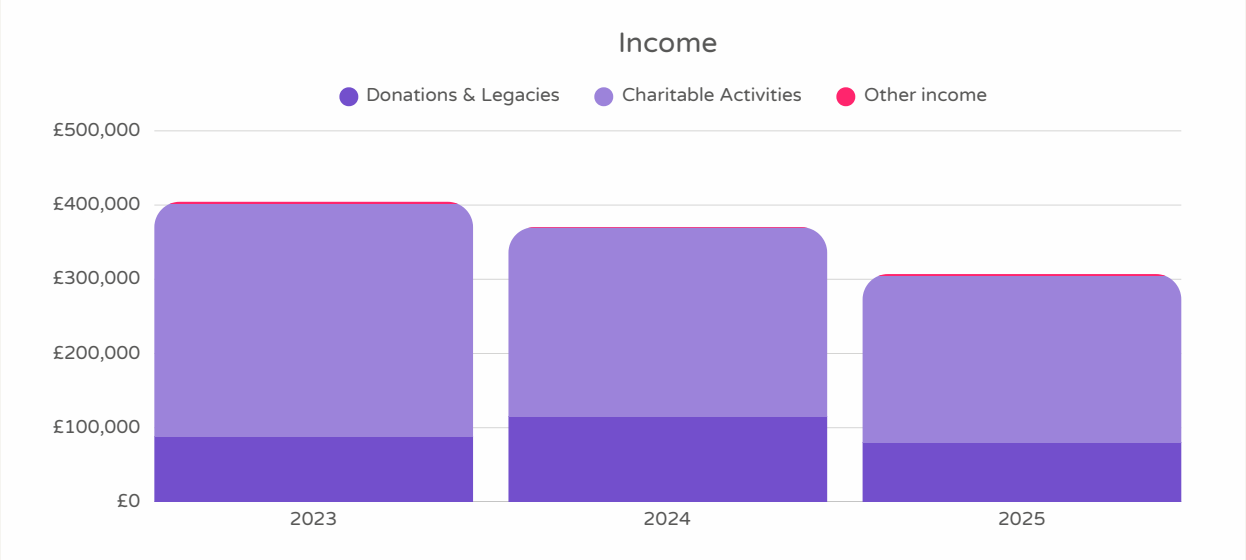
This strategic focus also shaped our future-facing work, particularly in relation to Clear Fear and the emerging Clear Fear for Schools programme. While early in its commercial development, Clear Fear for Schools represents a promising opportunity to diversify income in a way that maintains equity of access for young people. Alongside this, we laid the groundwork for a significant redevelopment of the Clear Fear app in FY26, with funding secured shortly after the close of FY25. These investments will strengthen the app's long-term sustainability, impact and commercial potential.

Strengthened Financial Position

In a challenging external environment, we are pleased to report a financial surplus of £22,514, marking a significant turnaround from the previous two years and representing the charity's strongest financial performance in the last three years. Total income for FY25 was £307,035, with expenditure of £284,521, reflecting continued careful management of costs and a disciplined approach to allocating resources.

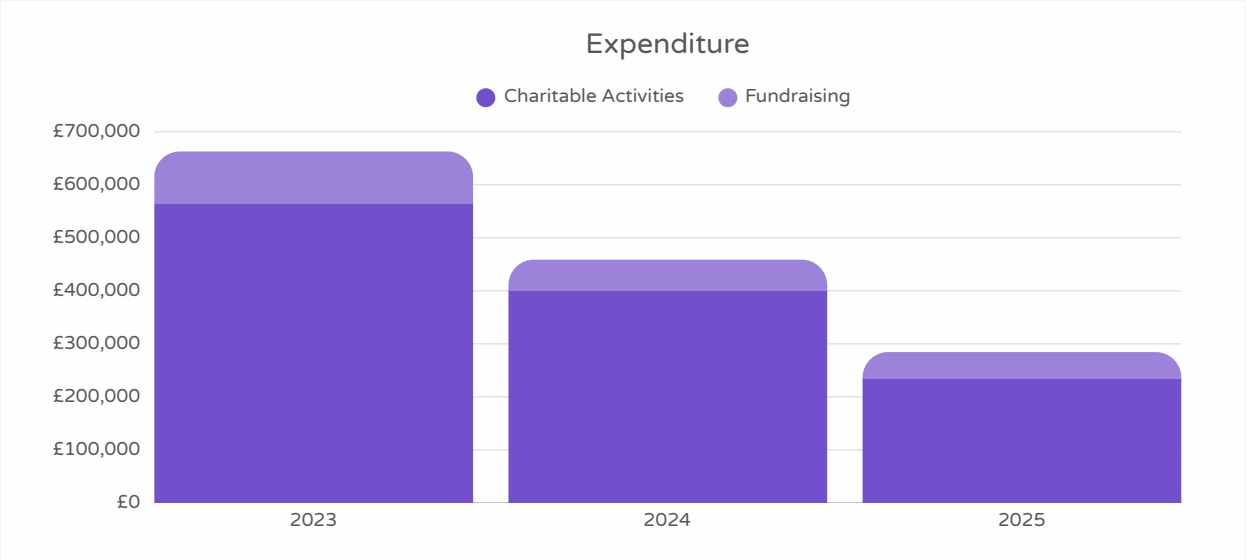
Income

Income during the year decreased as expected, reflecting the well-publicised economic challenges. Our multi-year partnerships provided invaluable stability and enabled long-term planning. Complemented by support from one-off funders, this helped offset the reduction in overall grant income experienced by many small charities in the current funding climate.



Expenditure

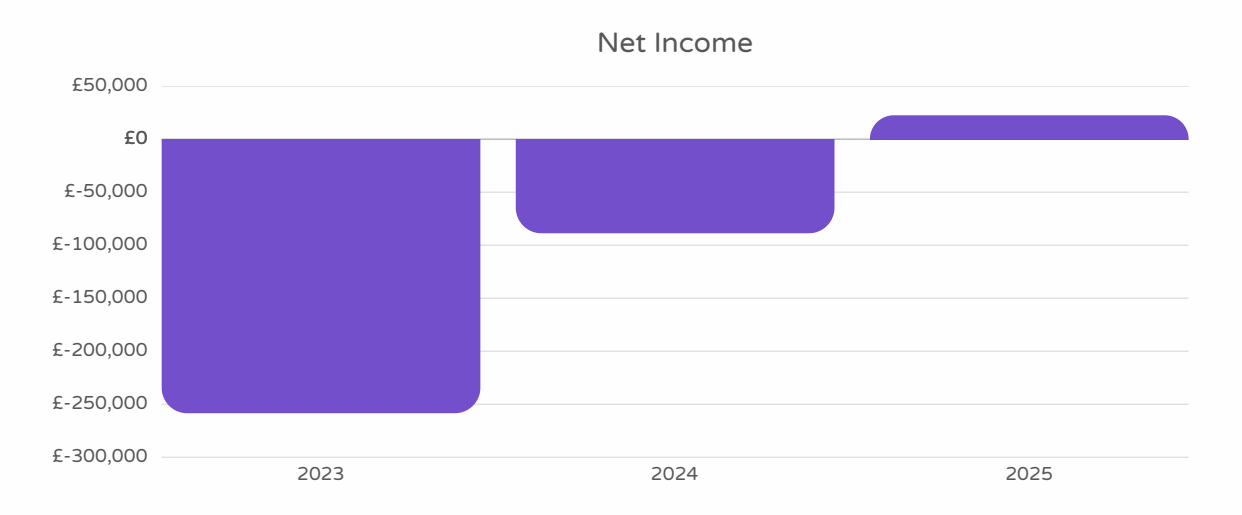
Over the past two years, we have reduced overall expenditure by 57%, ensuring stem4's financial structure is aligned with our long-term strategy and capacity. These reductions have been driven by strategic decisions to focus on the most cost-effective and scalable resources, streamline staffing, phase out initiatives that require unsustainable investment, and adopt more efficient operational models.



Net Income

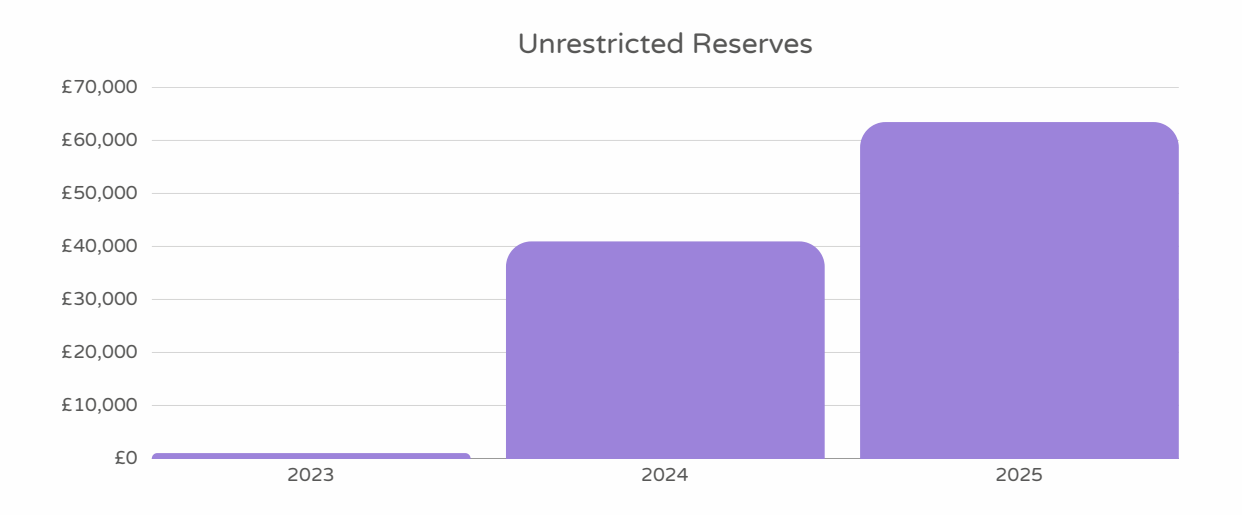
This financial discipline, alongside targeted investment in high-impact digital interventions, has positioned stem4 on a stable foundation from which to meet increasing demand while maintaining flexibility to adapt to an evolving funding environment.

The positive direction of travel in terms of net income initiated last year has continued and reflects stem4's return to a more positive, stable financial position.



Reserves

Our reserves closed the year at £63,465, all held as unrestricted funds. This places the charity marginally below its reserves policy target of maintaining between three and six months' operating expenditure. Given the scale of improvement achieved during the year, the trustees view this as a significant step forward and a strong indicator of the charity's improving financial resilience.



We are pleased that stem4's secure and reliable financial position should lend confidence to funders and partners in our ability to invest prudently and deliver sustained impact. Regular financial reviews continue to play a central role in maintaining oversight, enabling us to respond quickly to emerging opportunities as well as any new pressures. It is with this foundation that stem4 enters FY26 in a healthier financial position than at any point in the last three years.

Operational Management

Operational efficiencies have been central to our success this year. We adopted a remote-first working model, reducing overheads and ensuring that a greater proportion of funding is directed towards delivery and digital development. The organisation also integrated responsible use of artificial intelligence tools into several workflows, allowing us to automate routine tasks, improve productivity, and maintain high output despite a streamlined structure.

We focused resources on maintaining and enhancing our most scalable digital tools, including Clear Fear and Calm Harm. With grant opportunities narrowing and commercial routes in certain markets becoming less viable, we made the strategic decision to scale back activities that required significant upfront investment without corresponding funding. This approach has enabled us to sustain high reach and impact for young people while operating from a more efficient and resilient base.

Looking Ahead

As we move into FY26, we do so with cautious optimism. Our priority is to maintain a surplus position, continue operating within our reserves policy, and further strengthen financial resilience through diversified income streams. A strong pipeline of prospective funding opportunities, including core funding, for redevelopment of the Clear Fear app, and for the commercial development of Clear Fear for Schools, provides confidence as we look to expand our impact.

We will continue to pursue multi-year and core funding wherever possible, while developing income pathways that balance sustainability with equitable access. Clear Fear for Schools will remain a focus, offering long-term potential for commercial income that supports the charity's future while ensuring the programme remains free at the point of use for young people.

These financial and operational decisions align directly with our long-term strategy: to consolidate our most effective offerings, invest in scalable innovation, and ensure that stem4 can continue to meet the rising mental health needs of children and young people with stability and confidence.

The Trustees remain confident in stem4's direction, the strength of its financial management, and the solid foundations on which the charity enters FY26.

Risks and Compliance

At stem4, effective risk management is central to delivering safe, scalable, and clinically robust digital mental health support. As the organisation continues to evolve, we have strengthened our systems, enhanced our digital safeguards, and maintained a disciplined approach to compliance. This ensures that our tools remain trustworthy, secure, and fit for purpose while supporting long-term organisational resilience.

This year, our risk management work focused on two core areas:

1. Maintaining operational sustainability through strategic resource optimisation
2. Strengthening cybersecurity, data protection, and regulatory compliance across all digital products and systems.

These efforts reinforce stem4's commitment to delivering high-quality, evidence-based mental health support for young people.

Principle Risks:

1. Resourcing and Operational Capacity

Meeting rising demand against a backdrop of continued sector-wide financial pressures has required disciplined operational decision-making. In FY25, we continued the consolidation begun in the prior year, driven by a reduction in income, constrained grant opportunities, and a difficult commercial market in traditional income streams such as NHS programmes.

Key mitigations included:

- Streamlining operations to focus on our most cost-effective, scalable digital interventions.
- Reducing staff capacity in areas dependent on non-recurring or unsustainable funding, including in-person school-based work.
- Reducing non-essential overheads, such as office-related costs.
- Phasing out initiatives requiring significant upfront investment, such as the Training Portal, where external funding no longer materialised.
- Prioritising digital delivery, ensuring that the majority of resources directly enhance our core apps and digital tools.

These measures have enabled stem4 to remain financially healthy, strengthen reserves, and ensure operational continuity while maintaining high-impact support for young people. The Trustees continue to review risk and resource allocation regularly, ensuring that the organisation remains agile and resilient in the face of external pressures.

2. Managing Our Data and Cyber Security

With the increasing prevalence of cyber threats across the charity sector, safeguarding user data remains a high priority.

During FY25 we:

- Achieved Cyber Essentials recertification (June 2025), reaffirming our robust cybersecurity foundations.
- Implemented multi-factor authentication (MFA) across all websites and systems, significantly strengthening system security and closing a key risk identified in the prior year.
- Embedded a culture of secure practice by encouraging strong passwords and establishing a process for regular reviews of backend access permissions.
- Engaged a third-party IT support provider from July 2025, providing enhanced technical oversight and incident response capacity.
- Decommissioned Salesforce and our Online Safety First Aid (OSFA) Training Portal in September 2025, reducing complexity and removing systems no longer aligned with our strategic focus.

These steps ensure that stem4 continues to meet high standards of digital security while protecting the privacy and trust of our users.

Compliance & Quality Standards:

Ensuring the Clinical Safety of Our Apps (DCB0129)

All stem4 apps continue to be developed and maintained in line with NHS clinical safety standards under DCB0129, supported by rigorous risk assessments, an up-to-date Hazard Log, and ongoing clinical oversight to identify and mitigate emerging risks.

Digital Technology Assessment Criteria (DTAC)

Our digital products continue to follow DTAC-aligned processes, providing assurance that stem4 meets expectations for clinical safety, data protection, cyber security, usability, and technical stability.

Data Security and Protection Toolkit (DSPT)

The annual DSPT self-assessment is currently underway and remains a core component of our data governance framework, ensuring compliance with the National Data Guardian's data security standards.

Age Appropriate Design Code (AADC)

While we have paused our annual external audit due to cost constraints, our apps and systems remain fully compliant with the AADC and continue to prioritise privacy and safety for children and young people. No personally identifiable data is collected in any app.

Quality and Information Security Management

ISO-aligned documentation continues to guide our quality and information security processes.

- ISO9001 (Quality Management) documentation is maintained in Confluence;
- ISO27001 (Information Security Management) documentation is also maintained in Confluence and reviewed whenever organisational or regulatory changes occur.

PCI Compliance

Following the introduction of new PCI requirements in April 2025 for any organisation handling website-based monetary transactions, stem4 completed its PCI Self-Assessment Questionnaire on time. The documentation is stored securely on the Shared Drive, and a formal process has been established to review PCI compliance annually.

Maintaining Strong Governance and Forward Planning

Risk management continues to be overseen by the Board of Trustees, with individual risk ownership assigned to ensure accountability and scrutiny. No major compliance or audit-related pressures were identified during the year. Through strengthened digital safeguards, responsible financial management, and the consolidation of our operational structure, stem4 is well positioned to maintain stability and support future growth.

As we move into FY26, we remain committed to maintaining a strong compliance posture, safeguarding our users, and ensuring that our digital mental health solutions for young people continue to meet the highest standards of safety, security, and clinical integrity.

Get in Touch

stem4
supporting teenage mental health

Website
https://stem4.org.uk/

Email
enquiries@stem4.org.uk

Address
stem4, Connect House
133-137 Alexandra Road
Wimbledon, SW19 7JY

Charity number: 1144506
Company Registration No 07779151

Charity registration number 1144506 (England and Wales)

Company registration number 07779151

STEM4

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

STEM4

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr N S Krause MBE	
	Mr A G Sales	
	Ms S E Wiseman	
	Mr A J Kelly	
	Dr A S Seyan	
	Ms A L Craig	(Appointed 2 June 2025)
	Mr R Elks	(Appointed 1 September 2025)
Charity number	1144506	
Company number	07779151	
Registered office	Connect House 133-137 Alexandra Road London United Kingdom SW19 7JY	
Independent examiner	Azets Audit Services Ashcombe Court Woolsack Way Godalming Surrey United Kingdom GU7 1LQ	

STEM4

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STEM4

TRUSTEES REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Introduction
The trustees present their annual report and financial statements for the year ended 30 September 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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)" (effective 1 January 2019).

All members of the Trustee Board are Directors of the Charitable Company, and this report represents a Directors' report as required by s417 of the Companies Act 2006.

Within the Trustee Report are the following sections for Companies Act reporting requirements: Achievements and Performance, Financial Review and Principal Risks and Uncertainties.

Objectives and activities
stem4 is a charity that promotes the early detection and intervention of teenage mental health conditions through the provision of accessible, evidence-based mental health education, digital tools, and resources. Our mission is to equip young people, their families, and those who support them with clinically-validated tools that empower early intervention, reduce mental health symptoms, and build long-term resilience.

Our key aims during this financial year have been to:

- **Deliver Accessible, Early-Intervention Support:** We continue to prioritise the development and dissemination of digital tools that provide young people with immediate, evidence-based support for anxiety, self-harm, depression, and eating disorders. This is primarily achieved via the ongoing maintenance of and investment in our suite of five apps: Clear Fear, Calm Harm, Combined Minds, Move Mood, and Worth Warrior, as well as our schools programme, Clear Fear for Schools.

- **Strengthen Education and Awareness:** Through initiatives like Youth Mental Health Day, we have driven targeted campaigns to raise awareness, reduce stigma, and encourage help-seeking behaviours among young people, families, and professionals.

- **Support Frontline Professionals and Carers:** We remain committed to equipping those in close contact with young people—teachers, parents, and health professionals—with resources and training that enhance their ability to identify, support, and respond to emerging mental health challenges.

Public benefit
The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

In reviewing stem4's aims and objectives, the Trustees remain firmly focused on the charity's mission to provide accessible, evidence-based mental health support to young people, their families, and those who work with them.

The delivery of public benefit is achieved through stem4's suite of five clinically-validated digital mental health apps, educational resources, and targeted awareness campaigns.

Over the past year, we have continued to prioritise early intervention and prevention, ensuring that young people have access to support regardless of background, location, or financial circumstances.

The Trustees have kept the principles of public benefit at the forefront of all strategic and operational planning, ensuring that all of stem4's activities serve to improve the mental health and well-being of young people across the UK.

Achievements and performance

Strategic Focus and Operational Impact

Throughout the financial year ending 30 September 2025, stem4 has strategically concentrated on its core strengths: digital innovation, scalability, and clinical validation.

Amidst escalating demand for youth mental health services and increasingly strained NHS resources, we have intensified efforts to provide cost-effective, accessible and evidence-based digital support, ensuring that young people can access vital mental health tools wherever they are.

1. Digital Solutions at Scale: Our suite of five clinically-validated apps, Calm Harm, Clear Fear, Move Mood, Combined Minds, and Worth Warrior, continues to play a pivotal role in early intervention and preventative mental health support across the UK.

- During the year, our apps were downloaded 280,000 times and we supported 220,000 active users, bringing total lifetime downloads to 5.7 million worldwide. As in previous years, 50% of users reported receiving no other professional mental health support, demonstrating stem4's role in reaching those who might otherwise go without help.
- stem4 strengthened its impact measurement within Clear Fear and piloted Clear Fear for Schools, reaching 195 students. Early findings show more than 8 in 10 reported reduced anxiety symptoms and a reduced need for professional or in-school support, informing plans to expand the programme within educational settings and help relieve pressure on overstretched school staff.

2. Educational Outreach and Awareness Campaigns: Amidst ongoing economic challenges and increased online use, we have reinforced our commitment to mental health literacy and digital safety through targeted educational outreach.

- Through national awareness campaigns and digital outreach, stem4 continued to strengthen mental health literacy and digital wellbeing. Across social media channels, 373,000 people were reached, supported by 11,800 interactions and a 35% increase in mailing list subscribers, significantly above sector average.
- Youth Mental Health Day and Parent Mental Health Day acted as key entry points to support, with 5,600 visitors to the Youth Mental Health Day website and 4,000 visitors to the Parent Mental Health Day website. Alongside this digital reach, stem4 supported schools directly, with 3,818 students receiving structured mental health lessons.

3. Financial Resilience and Organisational Adjustment: In response to the economic climate, we have completed another year of successful consolidation aligned with long-term sustainability, focussing on the most cost-effective, scalable digital interventions.

- Delivery during the year remained highly cost-effective, with total annual costs equivalent to £1.27 per active app user, demonstrating strong value for money at scale.
- Operational adjustments included maintaining a low level of non-core overheads, stabilising income streams and focussing on partnerships with significant or multi-year funders.
- Trustees approved the phased closure of activities no longer sustainable in the current funding environment, including the Online Safety First Aid Training Portal and in-person school delivery, to ensure resources were focused on scalable, high-impact digital support.
- Despite continued inflationary cost increases, we have successfully maintained significant depth and breadth in terms of our digital mental health support, enabling us to sustain service delivery while building financial stability.
- This financial discipline has been balanced with targeted investment in key areas, including cybersecurity, data protection, clinical safety, and digital impact measurement, ensuring that our services remain robust and effective.

4. Recognition and Awards: Our work in supporting youth mental health through clinically-validated digital solutions continues to be recognised at a national level:

- Clear Fear was named *Most Innovative Mental Health Intervention* at the Mental Health Awards 2025, recognising its clinically grounded, preventative approach to supporting anxiety in children and young people.
- stem4's Clear Fear study was accepted and published in *JMIR Formative Research* in March 2025, demonstrating statistically significant reductions in anxiety and depression symptoms and reinforcing the organisation's evidence-based credentials.
- The Worth Warrior app was selected as one of only three technologies included in NICE's Digital Self-Help for Eating Disorders: Early Value Assessment, reflecting national recognition of its clinical relevance and potential to support early intervention.

Financial Review

stem4's financial situation has improved significantly on almost every metric. We are pleased with our ability to continually operate under challenging financial circumstances, with FY25 signalling both financial stability and another significant step towards long-term sustainability.

By adapting quickly and proactively to the new financial circumstances we have found ourselves in over the last few years, the Trustees and Management Team have been able to ensure not just stability, but the continued innovation that has been integral to success of the charity over the years.

High costs and increased competition for grant and fundraising income have continued to necessitate careful cost control, strategic targeting of resource-efficient income streams and a continued focus on work to facilitate longer-term financial sustainability.

The finances we have reported evidence stem4's ability to react to quickly-changing circumstances, prioritise effectively and build towards the long-term.

Income and Expenditure

stem4's total income for the year was £307,035 (FY24: £370,083), reflecting the increased competition for funding. Total expenditure decreased significantly in line with our strategy of consolidation, to £284,521 (FY24: £458,842).

stem4's strengthening trends both organisationally and financially were also demonstrated by net income significantly improving to £22,514 (FY24: -£88,759).

Reserves

The Trustees review the reserves policy at least annually, with the aim to maintain unrestricted reserves equivalent to at least three months of operational costs.

This reserves policy aims to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community;
- To ensure that delays in the receipt of expected income does not interrupt services or cause serious financial difficulty for the charity; and
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

Unrestricted reserves increased to £63,465 (FY24: £40,951), continuing the positive trajectory established in recent years. At the time of publication, three months of operational expenditure equates to £73,800. While reserves therefore remain marginally below the Trustees' target range, the continued strengthening of reserves during the year represents a significant achievement, particularly in the context of sustained economic pressures across the charity sector. The Trustees remain committed to further strengthening reserve levels over the year ahead in line with the charity's reserves policy, which has been evidenced post year-end.

Looking Forward

As we move into the next financial year, stem4 will build on the progress made in 2024/25 by scaling its most effective digital interventions and strengthening their integration within schools and communities. Priorities include further developing Clear Fear for Schools for future expansion, deepening partnerships that support early intervention, and continuing to use robust impact data to inform delivery and investment decisions. Preparatory work has also been undertaken to support the planned redevelopment of the Clear Fear app in FY26, with funding secured, to strengthen long-term sustainability and impact.

With improved financial stability, a strengthened evidence base, and a clear focus on clinically validated, scalable solutions, stem4 is well placed to respond to rising need and to extend access to high-quality, evidence-based mental health support for children and young people across the UK.

Risk Management

Risks are reviewed regularly by the Trustees, with ownership of specific risks assigned to individual Trustees for oversight. This structured approach ensures that emerging risks are identified early and managed effectively.

1. Financial Stability:

Funding volatility remains a significant risk, particularly in a challenging economic environment. We actively manage this through regular financial reviews, prudent cost management, developing longer-term commercial income streams and the development of multi-year funding agreements to provide greater financial predictability.

2. Data and Cybersecurity:

As a digital-first charity, protecting user data and maintaining robust security systems is paramount. We have achieved Cyber Essentials recertification, implemented ongoing staff training, and maintain stringent data protection protocols in line with the Age Appropriate Design Code and GDPR guidelines.

3. Compliance and Product Safety:

Ensuring that our digital products remain clinically safe and technically secure is critical. Regular risk assessments are conducted on all apps, and our in-house clinical safety team continues to monitor and mitigate emerging risks.

4. Safeguarding:

Safeguarding those we support and our staff remains a priority. Our Dedicated Safeguarding Officer works closely with the safeguarding trustee to review safeguarding protocols regularly. All staff undergo safeguarding training, with senior leadership completing safer recruitment training.

5. Sustainable Growth:

Operational adjustments have been made to align with a more streamlined and cost-effective model, ensuring that stem4 remains agile and able to adapt to external pressures without compromising on impact.

Structure, governance and management

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association. Trustees meet regularly to review strategy and oversee operational delivery. Delegated authority is given to the Chief Executive and senior leadership team for day-to-day operations.

We are governed by our Board of Trustees which meets formally at least 4 times a year. The Board approves the charity’s strategy and is responsible for ensuring that our broad policies and strategies are in keeping with our mission. They provide guidance on initiatives.

TRUSTEES REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr N S Krause MBE	
Mr F J Ranero	(Resigned 25 March 2025)
Mr A G Sales	
Ms D V Ward	(Resigned 16 June 2025)
Ms S E Wiseman	
Mr S Girgin	(Resigned 5 January 2026)
Mr A J Kelly	
Dr A S Seyan	
Ms A L Craig	(Appointed 2 June 2025)
Mr R Elks	(Appointed 1 September 2025)

Recruitment and appointment of trustees

Trustee recruitment and selection is made by an annual skills audit and managed through Board recruiters, by a series of interviews and a nomination process. Our articles of association allow up to 9 Trustees on the Board.

Trustees are appointed for an initial 5-year term and may be re-appointed for up to 2 further terms at a time.

All Trustees have an induction programme and receive guidance outlining their responsibilities. They complete Mandatory Safeguarding and Prevent training and for those on the interview committee, Safer Recruitment Training.

They are provided with the stem4 policies and procedures handbook and social media guidance.

During the year, we welcomed Ms Andrea Craig (Andrea Sparke) and Mr Richard Elks, bringing senior leadership, public service, legal and lived experience to stem4.

Organisational Structure

Our Trustees are all volunteers and have a wide range of experience. They come from across the country, from diverse backgrounds, and all of them have personal experience of the mental health difficulties the charity represents.

The Chief Executive is responsible to the Board of Trustees for the day-to-day running of the charity and for delivering the organisational strategy and policies. We ensure that our governance structure, documents and practices are aligned with relevant Charity Commission guidance, including the Charity Governance Code.

We have a conflict of interest policy which requires us to identify and record any conflicts of interest held by Trustees. Any conflicts arising are formally recorded at meetings of the Board. Once a year, the Board and management team members have a special Board meeting to review strategy and to discuss changes in the operating environment. The Board meets quarterly without the Chair to review and satisfy any potential conflicts of interest by the dual role. Future direction includes an intention to appoint a CEO equivalent to the management committee.

The Future

In 2025/26, stem4 will build on the progress achieved during the year ended 30 September 2025, with a continued focus on scalable, clinically validated digital interventions and long-term organisational sustainability. The charity's priorities for the coming year are to:

- Expand evidence-based digital support, with a particular focus on widening access for disadvantaged and underrepresented groups. This will include the continued development and expansion of Clear Fear for Schools, informed by pilot learning and in-app outcome data gathered during 2024/25.
- Strengthen financial sustainability by further diversifying income streams, including the continued development of school-based licensing through Clear Fear for Schools, alongside a focus on securing additional multi-year funding partnerships to improve financial predictability.
- Invest in technological stability and resilience, ensuring that core digital infrastructure, cybersecurity, and data protection arrangements remain robust as reach and usage continue to grow.
- Strengthen impact measurement and evidence generation by expanding outcome data collection across all digital tools, supporting evaluation of both clinical effectiveness and cost efficiency, and enabling clearer articulation of impact to partners, funders, and system stakeholders.
- Deepen partnerships and collaborations, particularly within education and related systems, to support wider and more consistent adoption of stem4's digital tools, maximise the benefits of early intervention, and reduce pressure on overstretched frontline services.

The Trustees report was approved by the Board of Trustees.

.....

Dr N S Krause MBE

Date: **23rd March 2026**.....

STEM4

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STEM4

I report to the trustees on my examination of the financial statements of stem4 (the charity) for the year ended 30 September 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, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. 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 Companies Act 2006.

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 Companies Act 2006 other than any requirement that the financial statements 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 financial statements 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.

Debra Saunders
FCA
Azets Audit Services
Ashcombe Court
Woolsack Way
Godalming
Surrey
GU7 1LQ
United Kingdom

Dated: 10 April 2026

STEM4

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Current financial year

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income and endowments from:					
Donations and legacies	**3**	79,976	-	79,976	114,695
Charitable activities	**4**	133,879	91,000	224,879	254,571
Investments and bank interest	**5**	318	-	318	817
Other income	**6**	1,862	-	1,862	-
Total income		216,035	91,000	307,035	370,083
Expenditure on:					
Raising funds	**7**	(50,080)	-	(50,080)	(58,792)
Charitable activities	**8**	(143,441)	(91,000)	(234,441)	(400,050)
Total resources expended		(193,521)	(91,000)	(284,521)	(458,842)
Net income/(expenditure) for the year/ Net movement in funds		22,514	-	22,514	(88,759)
Fund balances at 1 October 2024		40,951	-	40,951	129,710
Fund balances at 30 September 2025		63,465	-	63,465	40,951

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.

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Prior financial year

	Notes	Unrestricted funds general 2024 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:					
Donations and legacies	**3**	114,695	-	-	114,695
Charitable activities	**4**	153,345	-	101,226	254,571
Investments	**5**	817	-	-	817
Total income		268,857	-	101,226	370,083
Expenditure on:					
Raising funds	**7**	(58,792)	-	-	(58,792)
Charitable activities	**8**	(206,476)	-	(193,574)	(400,050)
Total resources expended		(265,268)	-	(193,574)	(458,842)
Gross transfers between funds		36,344	(37,376)	1,032	-
Net income/(expenditure) for the year/ Net movement in funds		39,933	(37,376)	(91,316)	(88,759)
Fund balances at 1 October 2023		1,018	37,376	91,316	129,710
Fund balances at 30 September 2024		40,951	-	-	40,951

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.

STEM4

BALANCE SHEET

AS AT 30 SEPTEMBER 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**14**		1,334		3,499
Investments	**15**		100		100
			1,434		3,599
Current assets					
Debtors	**16**	1,244		19,756	
Cash at bank and in hand		74,310		48,620	
		75,554		68,376	
Creditors: amounts falling due within one year	**17**	(13,523)		(31,024)	
Net current assets			62,031		37,352
Total assets less current liabilities			63,465		40,951
Income funds					
Restricted funds	**15**		-		-
Unrestricted funds			63,465		40,951
			63,465		40,951

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2025.

The director acknowledges his 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 .....**23rd March 2026**.....

.....
Dr N S Krause MBE
Trustee

Company Registration No. 07779151

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

1 Accounting policies

Charity information

stem4 is a private company limited by guarantee incorporated in England and Wales. The registered office is Connect House, 133-137 Alexandra Road, London, SW19 7JY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, 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) (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

The Trustees consider that it is appropriate to prepare the financial statements on a going concern basis.

The going concern assumption is based on the charity's business model which shows strong visibility of expected income streams over the coming year. The charity has its lowest overheads in the past six years and foresight of sufficient funds for the next six-nine months in line with the charity's reserves policy.

The current year has been better than expected and the charity continues to apply for funding on a continuous basis. Based on previous experience we would expect a proportion of our grant applications to be successful and, together with regular monthly donations from our supporters, we are optimistic about the charity's future. In addition, the Trustees and Management Team continue to develop opportunities to enhance the long-term sustainability of the charity.

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.

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.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

1 Accounting policies **(Continued)**

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds include fundraising events and production of goods for resale.

Expenditure on charitable activities includes delivery of projects including provision of mental health education and development of software applications.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on the same basis.

A review of support cost allocation was completed during the 2025 year end. The Trustees believe a more appropriate split would be 80% to charitable activities and 20% to fundraising costs.

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:

Office equipment	25% per annum, straight-line basis

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

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 Accounting policies **(Continued)**

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.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

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.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

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

	2025	2024
	£	£
Donations and gifts (all unrestricted)		
Donations received	64,744	109,961
Gift aid received	15,232	4,734
Other	-	-
	79,976	114,695

4 Charitable activities

	2025	2024
	£	£
Analysis by fund - actvities for generating funds		
Unrestricted funds - general	133,879	153,345
Restricted funds	91,000	101,226
	224,879	254,571

5 Investments

	Unrestricted funds general 2025	Unrestricted funds general 2024
	£	£
Bank interest	318	817

6 Other income

	Unrestricted funds 2025	Unrestricted funds 2024
	£	£
Net gain on disposal of tangible fixed assets	1,862	-

7 Raising funds

	Unrestricted funds general 2025 £	Unrestricted funds general 2024 £
Fundraising and publicity		
Staging fundraising events	480	2,906
Other fundraising costs	1,212	1,103
Support costs	48,388	54,783
Fundraising and publicity	50,080	58,792

8 Expenditure on charitable activities

	Charitable activities 2025 £	**Charitable activities 2024 £**
Direct costs		
Charitable activities	32,833	36,281
Share of support and governance costs (see note 9)		
Support	193,551	355,384
Governance	8,057	8,385
	234,441	400,050
Analysis by fund		
Unrestricted funds	143,441	206,476
Restricted funds	91,000	193,574
	234,441	400,050

9 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	185,953	274,966
Depreciation	2,166	2,976
Computer expenses	14,550	14,393
Telephone	847	1,326
Other support costs	20,800	64,800
Sundry expenses	204	157
Printing, stationary and postage	634	2,346
Travel and subsistence	-	152
Advertising	639	751
Insurance	3,709	3,339
Office rent costs	8,896	37,266
Other staff costs	3,541	7,695
Governance costs	8,057	8,385
	249,996	418,552
Analysed between:		
Fundraising	48,388	54,783
Charitable activities	201,608	363,769
	249,996	418,552

	2025	2024
Governance costs comprise:	£	£
Independent examination fees	2,100	1,200
Professional fees	5,775	6,706
Other governance costs	182	479
	8,057	8,385

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	2,100	1,200
Depreciation of owned tangible fixed assets	2,166	2,976
Profit on disposal of tangible fixed assets	(1,862)	-

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the charity during the year and prior year.

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Employees	6	9

Employment costs	2025 £	2024 £
Wages and salaries	173,564	253,583
Social security costs	8,394	15,707
Other pension costs	3,995	5,676
	185,953	274,966

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2024 - none).

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 Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Tangible fixed assets

	Office equipment £
Cost	
At 1 October 2024	23,795
Disposals	(20,556)
At 30 September 2025	3,239
Depreciation and impairment	
At 1 October 2024	20,295
Depreciation charged in the year	2,166
Eliminated in respect of disposals	(20,556)
At 30 September 2025	1,905
Carrying amount	
At 30 September 2025	1,334
At 30 September 2024	3,499

15 Fixed asset investments

	Other investments £
Cost or valuation	
At 1 October 2024 & 30 September 2025	100
Carrying amount	
At 30 September 2025	100
At 30 September 2024	100

Other investments comprise:	Notes	2025 £	2024 £
Investments in subsidiaries	20	100	100

16 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	-	850
Other debtors	-	7,800
Prepayments and accrued income	1,244	11,106
	1,244	19,756

17 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	3,846	14,677
Other creditors	4,697	6,147
Accruals and deferred income	4,980	10,200
	13,523	31,024

18 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	3,995	5,676

18 Retirement benefit schemes **(Continued)**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

19 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

20 Subsidiaries

Details of the charity's subsidiaries at 30 September 2025 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	Indirect
stem4 wellbeing CIC	England and Wales	Community Interest Company	Ordinary Shares	100.00	

stem4 wellbeing CIC donates all of its income to stem4 and was incorporated on 12 October 2020. For the year ended 30 September 2025, Stem4 Wellbeing CIC remained dormant.

STEM4

England & Wales - Charity number 1144506

Accounts

Charity number: 1144506

Annual Report and Accounts

YEAR TO 30 SEPTEMBER 2024

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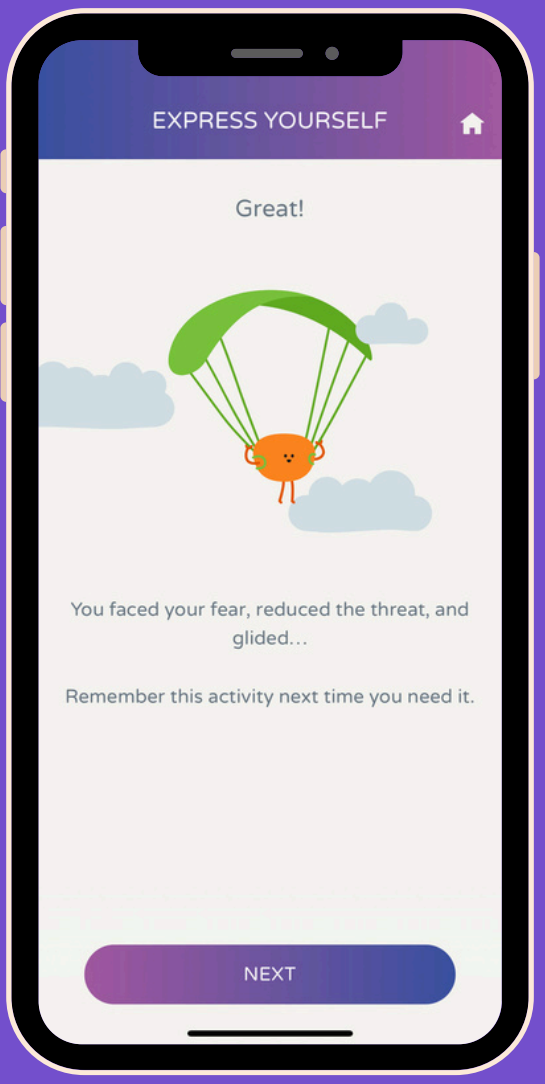

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CEO Introduction

Dear Supporter,

As we reflect on another year, stem4 remains committed to addressing the youth mental health crisis by focusing on what we do best: delivering scalable, clinically-validated digital solutions. With rising demand and constrained resources across the sector, we have made a strategic decision to prioritise our most impactful and cost-effective interventions: our award-winning mental health apps. These tools are proven to effectively support young people's mental health, providing evidence-based support when and where they need it most, facilitating early intervention.

This year has been both challenging and transformative for stem4. As demand for timely, accessible mental health support continues to grow, we have sharpened our focus on digital innovation, strengthening our evidence base, and forged strategic partnerships across health and education. Our apps have now reached over 4 million users worldwide, with measurable outcomes in reducing symptoms of anxiety, self-harm, low mood & depression, and body image issues & eating disorders.

We are immensely proud to have been awarded Small Charity of the Year for the second time at the prestigious Third Sector Awards 2024 in recognition of our work in supporting children and young people's mental health.

A key focus this year has been broadening our reach by integrating our tools into schools and health settings to ensure that every child and young person — regardless of their background — has access to clinically-proven mental health support. Post-year-end, we have already seen strong signs of further progress in integrating our apps into wider systems, amplifying our impact at both a local and a national level.

Dr Nihara Krause MBE

Founder and CEO

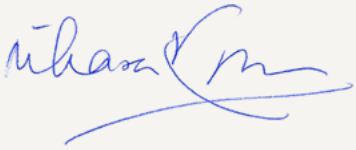
At the same time, we have continued to innovate in digital safety and mental health education. Our Online Safety First Aid (OSFA) training, developed in partnership with Ofcom, became the first programme of its kind to equip professionals with the skills to navigate the intersection of mental health and online interactions. We are proud to have trained over 500 professionals in this regard. Meanwhile, our annual awareness day, Youth Mental Health Day, continues to grow, reinforcing the message that early intervention, digital tools, and open conversations can drive positive change.

While the charitable funding environment remains uncertain, we have taken proactive steps to build financial sustainability. A key milestone this year has been securing financial support from reputable funders to support us on this journey, who have bought into our vision and will enable us to expand our reach and deepen our impact. By aligning our resources with our core strengths, transitioning to a long-term impact-driven funding model, and securing multi-year partnerships, we are creating a stable foundation for future growth.

I am immensely grateful to our dedicated team, trustees, partners, and supporters for their unwavering commitment to our mission. Their contributions ensure that stem4 continues to be the UK's leading digital mental health charity for children and young people, empowering them with tools that make a real difference to their lives.

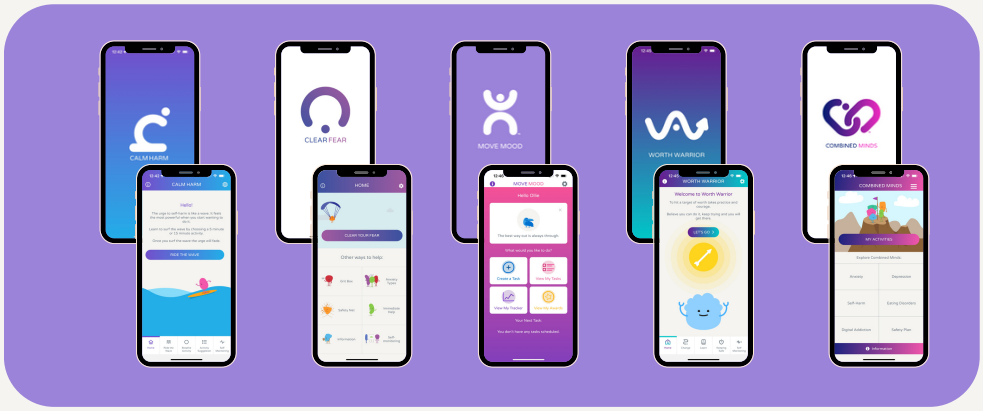
As we look to the future, the need for scalable, clinically-validated mental health solutions has never been greater. The challenge is vast, but with continued support from funders, educators, health professionals and policymakers, we can transform the way young people access mental health care.

Together, we can ensure that no young person is left without the tools they need not just to survive, but thrive.



Dr Nihara Krause MBE
Founder and stem4 CEO
Chief Clinical Officer/Consultant Clinical Psychologist

About stem4



stem4
YOUTH MENTAL HEALTH DAY™

stem4 is the UK's leading digital mental health charity for children and young people, specialising in prevention and early intervention.

We provide accessible, evidence-based support through pioneering mental health apps, a clinically-informed website, and national awareness campaigns.

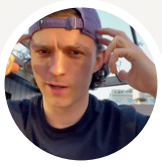
Our mental health apps place clinically-validated support directly into the hands of children and young people across the UK, helping them to effectively manage a range of mental health issues including anxiety, low mood & depression, self-harm and body image issues & eating disorders.

Our work promotes positive mental health in young people and those who support them, including families, educators, and health professionals, wherever they are, whatever their background, and whatever their current circumstances.

India's Story

Listen to India's story on her experience with using Calm Harm

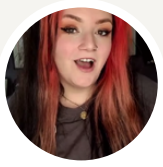
Scan or click here to view



Spider-Man's Story

Hear actor Tom Holland's recommendation of stem4's apps to his young fanbase

Scan or click here to view



Beth's Story

Watch Beth share why she recommends stem4's apps to other young people

Scan or click here to view

Mission and Values

Vision

A world where every child and young person is empowered with the tools and knowledge to support their mental health, enabling them to lead happy, healthy, and resilient lives.

Mission

To provide scalable, evidence-based digital mental health solutions that foster awareness, prevention, and early intervention. We equip children and young people, families, educators, and health professionals with clinically-validated tools that are accessible, effective, and empowering.

Values

- Informative: Clinically accurate, solution-focused, and educational
- Positive: A strengths-based approach that promotes resilience and change
- Accessible: Digital-first, inclusive, and available to all - particularly vulnerable and disadvantaged communities
- Collaborative: Working with young people, professionals, and partners to drive impact
- Innovative: Using technology to create sustainable, scalable mental health support
- Effective: Committed to measurable impact and continuous improvement

Aims

- Increase Early Awareness: Providing engaging mental health education to start conversations and reduce stigma
- Deliver Accessible, Digital-First Support: Ensuring young people can access proven mental health tools anytime, anywhere
- Empower Self-Management: Helping young people build resilience, coping strategies, and mental well-being skills
- Strengthen Evidence-Based Intervention: Developing and refining digital tools with clinical research and real-world impact measurement
- Scale Reach Through Strategic Partnerships: Working with schools, healthcare providers, and digital health leaders to expand access and deepen impact
- Ensure Sustainability & Growth: Building financial and operational stability to secure long-term support for young people

Our Commitment to Sustainability

Sustainability is at the heart of everything we do. Our focus is not only on meeting today's needs but on building a future where every young person has lasting access to high-quality mental health support.

We are committed to strengthening our digital solutions, expanding strategic partnerships, and securing long-term financial resilience.

By doing so, we ensure that clinically-validated, evidence-based mental health support remains accessible to every child and young person today, tomorrow, and for generations to come.

> I am a psychiatrist, so when my son started showing signs of anxiety and picky eating, I thought I would know what to do. Combined Minds gave me and my family the additional tools and structure we needed to help him through his recovery.

User review for Combined Minds

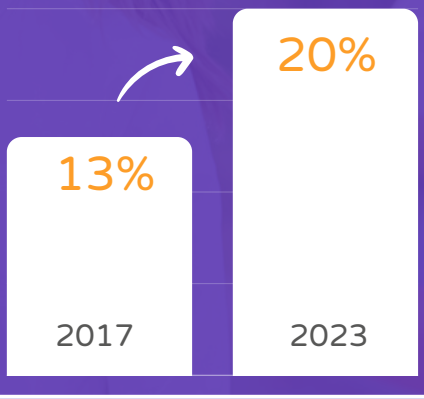
The State of Children and Young People's Mental Health

The youth mental health crisis is worsening, with demand for support outpacing available services, leaving many young people, particularly those in vulnerable groups, without the help they need.

Our digital tools are a key component in the fight against poor mental health.

Rates of children and young people in the UK with a probable mental health disorder have risen to 1 in 5, according to NHS England.*

% CYP in the UK with a probable mental health disorder, per year:



AGE

17-19 year olds had the greatest prevalence of probable mental health disorders out of all CYP in 2023*, at: **23%**

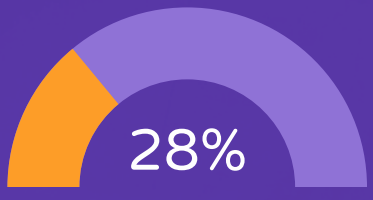
GENDER

In 17-25 year olds, rates of probable mental ill health in 2023 were 2x higher in 2023 for young women than young men.* For eating disorders in 17-19 year olds, rates in 2023 were 4x higher in young women than young men.*

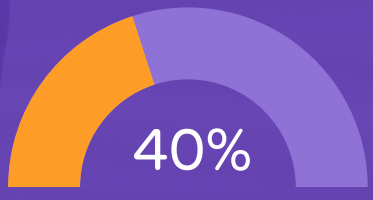
INCOME

Children in the lowest income quintile are 4x more likely to have severe mental health problems than those in the highest.** Among children experiencing poverty who are in need of mental health care, an estimated >15% receive services, and even fewer complete treatment.***

Almost **1 million** children and young people had active referrals for Children and Young People's Mental Health Services in England in 2022-23.****



of children referred to mental health services (270,300) were still waiting for support.****



372,800 children had their referral closed before accessing support.****

*NHS England 2023, The Mental Health of Children and Young People in England 2023 report (NHS England stats)

**Gutman, L., Joshi, H., Parsonage, M., & Schoon, I. (2015). Children of the new century: Mental health findings from the Millennium Cohort Study. London: Centre for Mental Health.

***Hodgkinson S, Godoy L, Beers LS, Lewin A. Improving Mental Health Access for Low-Income Children and Families in the Primary Care Setting. Pediatrics. 2017 Jan;139(1):e20151175. doi: 10.1542/peds.2015-1175. Epub 2016 Dec 12. PMID: 27965378; PMCID: PMC5192088.

**** Children's Commissioner, Over a quarter of a million children still waiting for mental health support, Children's Commissioner warns, March 2024

Impact Review

stem4's digital solutions provide scalable, accessible, and clinically-validated support, bridging critical gaps in care and ensuring young people can access help whenever and wherever they need it.

Timely, accessible support is crucial to preventing mental health issues from escalating. The youth mental health crisis is severe and worsening, yet many children and young people face long waiting lists, limited professional support, or no access to services at all.

At stem4, we believe that timely, accessible, and evidence-based digital solutions can transform outcomes for young people, providing early intervention before symptoms escalate.

We are proud of our ambition to ensure that every young person in the UK can access evidence-based, clinically validated support when they need it. Empowering young people to utilise evidence-based tools, stem4 enables them to build resilience.

This is particularly true for disadvantaged children and young people, as we know that the poorest children face four times the risk of mental ill health before they leave primary school* and that their parents and carers find negotiating a referral for help the hardest.

People from marginalised communities in the UK are also some of the hardest-hit**, having worse experiences of mental health services. stem4's widely-available and effective tools are particularly beneficial for these communities.

Every time a young person, parent, or carer downloads one of our apps, clinically-validated, evidence-based support is placed directly in their hands. Every time a school provides a child or young person with a stem4 app, they are providing universal access to much needed help whilst also working with parents and carers in understanding and supporting young people together.

Each download ensures that children and young people, whoever they are, wherever they are, have access to leading mental health tools that empower them to take control, build resilience, and thrive.

*Gutman, L. et al. (2015) Children of the new century. Centre for Mental Health. Available from: https://www.centreformentalhealth.org.uk/publications/children-new-century [Accessed 7 May 2024]

**Bansal N, Karlsen S, Sashidharan SP, Cohen R, Chew-Graham CA, Malpass A. Understanding ethnic inequalities in mental healthcare in the UK: A meta-ethnography. PLoS Med. 2022 Dec 13;19(12):e1004139. doi: 10.1371/journal.pmed.1004139. PMID: 36512523; PMCID: PMC9746991

Apps At A Glance

In January 2024, our apps surpassed 4 million downloads worldwide—a testament to the growing demand for scalable, accessible mental health support. In the past year alone, 300,000 users accessed our five mental health apps, including 121,000 in the UK.

With half of this year's users not receiving professional support elsewhere, stem4 plays a key role in bridging the gap for those without access to traditional mental health services.

ALL-TIME:

4 million downloads

THIS YEAR:

300,000 users

50% not receiving professional support

Our Year in Numbers

In the past year:

stem4's apps reached 300,000 users and surpassed 4 million total downloads. In the past 12 months, 1.2 million sessions were logged across our 5 apps.

40,000+

hours of support were provided to children and young people through our apps in the past year—equivalent to 4.5 hours' worth every hour.

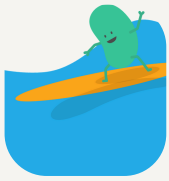
APPS

91%

of activities carried out were reported to have been helpful

100,000+

times our apps provided a safety net for young people in distress



75,000

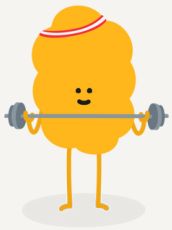
urges to self-harm successfully reduced through Calm Harm

24,000

anxious thoughts rationalised and conquered with Clear Fear

50,000

mindfulness exercises completed

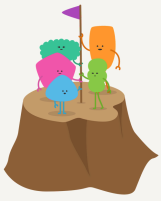


15,600

positive action tasks completed with Move Mood (e.g., exercise, self-care, socialising)

900

instances of negative body image reframed with Worth Warrior



1,600

friends and family members given 'things they can do in the moment' when supporting a young person's mental health with Combined Minds

600,000+

young people engaged across all our interventions this year

Our Year in Numbers

Alongside our apps, stem4's websites have served as key digital mental health hubs, ensuring young people, parents, and professionals have access to high-quality, evidence-based information and resources.

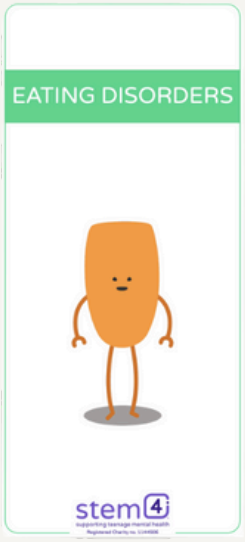
WEBSITES & RESOURCES

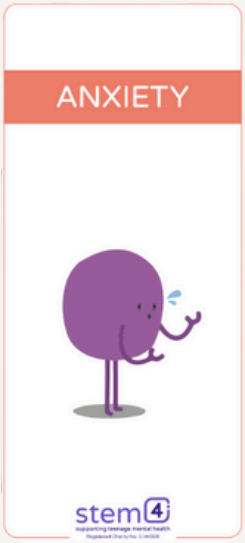
220,000+
visitors across our 8 websites

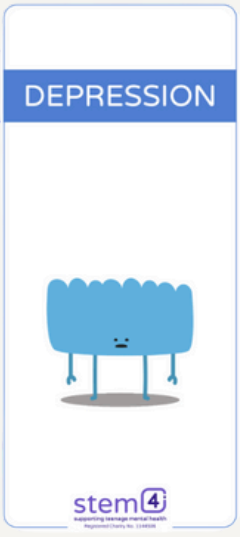
300,000
total sessions recorded across our websites

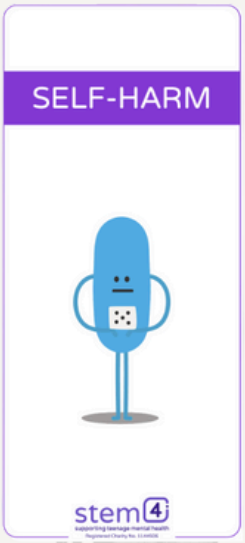
73,000
visitors to our main website, stem4.org.uk

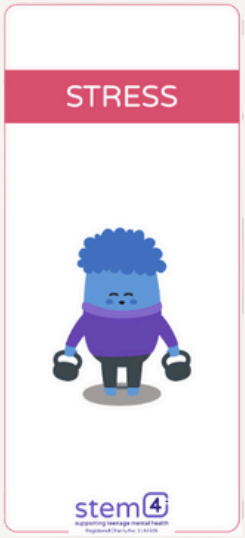
18,000
mental health resources downloaded, e.g. self-help guides & Youth Mental Health Day toolkits











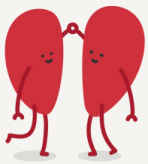
With almost 1 million young people on NHS mental health waiting lists, the need for early intervention is greater than ever. stem4's evidence-based tools help ease the pressure on overstretched NHS and school services, improving access to care and reducing waiting lists.

Our Year in Numbers

To create lasting impact, we also equip professionals, educators, and young people with the skills to support mental health effectively through our training, education programmes and outreach.

Beyond direct interventions, our campaigns, partnerships, social media presence, and training programmes ensure that we reach young people, and those who support them, at scale, empowering them with knowledge, strategies, and tools for positive mental well-being.

SOCIAL MEDIA & CAMPAIGNS



700,000+
people reached by stem4's social media accounts

25,000
interactions with stem4's social media content

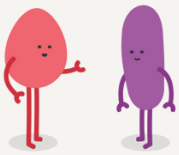
84,000
people reached on social media for our Youth Mental Health Day campaign

1,000s
of parents & organisations engaged on social media using #stem4PMHD for Parent Mental Health Day

TRAINING, EDUCATION & OUTREACH

500+
professionals trained through our Online Safety First Aid (OSFA) course, developed with Ofcom

64,000+
estimated young people reached through professionals trained by stem4



540
students attending our school talks and mental health conferences

5,000+
secondary school students estimated to have benefitted from our Head Ed programme

Impact in Focus

Pressure on Schools

Schools are increasingly a frontline source of mental health support for young people, yet many struggle to meet growing demand. Digital solutions like the Clear Fear app offer an immediate, scalable, and cost-effective way to provide students with evidence-based tools to manage anxiety.

Over the past year, we have taken the first steps in understanding how Clear Fear can reduce reliance on school counsellors, teachers, and overstretched NHS services. Our new in-app measurement tool has shown promising initial results, indicating that students using Clear Fear feel more equipped to self-manage their anxiety, reducing their need for further intervention.

Building on this foundation, next year we aim to embed Clear Fear in schools, ensuring that thousands more students have access to evidence-based mental health support whenever they need it and providing schools with actionable data insights to improve provision.

By working closely with schools, education authorities, and funders, we are committed to making Clear Fear a cornerstone of school mental health strategies, providing sustainable early intervention that empowers students and alleviates pressure on school staff.

> I saw this app on a poster at my school and as someone with anxiety I thought it was worth a try. There are lots of activities and support, explaining many different times of anxiety! The pictures are lovely and overall this app is great.
>
> User review for Clear Fear

> There is a massive need for schools to support students struggling with anxiety every day, but our teachers often struggle with time, resources and even the expertise to provide the help every student needs. Having a clinically validated resource like Clear Fear, which students can access instantly, will make a real difference. We're excited to start using it in our school to provide immediate, evidence-based support when it's needed most.

Amanda Collyer
Student Support and Wellbeing Ambassador
Howard of Effingham School

Impact in Focus

To maximise impact, stem4 continues to innovate, expand partnerships, and strengthen clinical validation:

CLEAR FEAR	An in-app impact measurement tool is being devised to provide further anonymised insights into how how Clear Fear can support children and young people and reduce pressure on support services
COMBINED MINDS	An update for Combined Minds is underway to improve support for families and carers.
JMIR Publications	Our Clear Fear study has been completed and submitted for peer review and publication. We are delighted with the initial results which demonstrate statistically significant improvements in anxiety management.
WORTH WARRIOR	A case study on Worth Warrior is in development following promising results from a small-scale study.
CALM HARM	Calm Harm was introduced to selected international markets as part of an initiative to assess its commercial viability, broader market applicability and to extend its positive impact worldwide.
Good Thinking	Our partnership with Good Thinking (pan-London NHS initiative) has continued, providing all young Londoners with customised versions of Clear Fear and Combined Minds to support the NHS in proactively managing young people's mental health whilst receiving anonymised data analytics to inform future work.
Leeds City Council	Our successful work with Leeds City Council on a suicide prevention initiative enabled free city-wide access to Calm Harm, supporting young people at risk of self-harm, with the customised app identifying self-harm hotspots to which in-person resources could be directed.
Ofcom	Whilst we believe in tech for good in terms of health management, we are concerned about the potential negatives of online interaction on the mental health of children and young people. We were delighted to partner with Ofcom on creating an informed and effective course to train adults supporting young people's mental health on online safety, and also provide training to parents and carers on how to work together to educate, support and protect. Read our full impact and evaluation report here.

"I now have a more thorough knowledge of the importance of media safety, sources of information and links to health, including mental health."

Media Literacy & Mental Health Trainee (Restorative Justice Worker, Youth Justice Service)

Education and Training

At stem4, we remain committed to equipping young people, parents, teachers, and professionals with the tools and knowledge to support positive mental health. This year, our education and training programmes have continued to raise awareness, build resilience, and strengthen support networks.

We've expanded our school engagement through:

- Engaging student conferences, where young people developed peer-led mental health initiatives;
- Interactive school talks and training sessions, equipping students with the knowledge and confidence to support their well-being;
- Collaborations with teachers, to ensure mental health education is embedded within school systems.

A key development has been the growth of Head Ed, our free online mental health programme for ages 11+ and 14+. Head Ed offers curriculum-linked lessons and comprehensive teacher resources on topics such as stress, anxiety, depression, self-harm, and resilience, enabling schools to safely and confidently deliver mental health education.

Our stem4 ambassadors continue to inspire and connect with students through their lived experience, fostering understanding and empathy.

As we look ahead, we are placing a greater focus on integrating our digital tools within school settings, enabling them to provide accessible, ongoing mental health support at scale. Recognising the vital role schools play in supporting student mental health, we are adapting our approach to ensure that our resources reach as many young people as possible in a scalable, cost-effective, and financially sustainable way. Rather than prioritising in-person events, we are embedding our clinically-validated, evidence-based digital mental health solutions directly into schools. This will ensure that every student—regardless of background or resources—can access the support they need, when they need it.

> my school is doing the charity "first give" competition, where we would be able to win £1,000 for the charity we chose. A lovely lady came in and explained the apps stem 4 makes - and I thought it would be a good idea to download Calm Harm because I suffer from self harm unfortunately. This app gives me a lot of ways to distract myself, and I can use it to give my friends advice when they need it, too. It's easy to navigate and lets you customise colours. Thank you a lot!

User review for Calm Harm

Digital Campaigns

Alongside our digital mental health tools, our social media campaigns play a crucial role in engaging young people, parents, and professionals in open conversations about mental health. These campaigns amplify awareness, provide practical strategies for support, and drive meaningful action—ensuring that our clinically-validated solutions reach as many people as possible in a cost-effective, scalable way.

Over the past year, our social media engagement has continued to grow, reaching hundreds of thousands of young people and sparking essential conversations about mental well-being.

Campaign Highlights 2023-24:

Movember 2023: Supporting Boys and Young Men's Mental Health

In November, stem4 ran the "He's Talking, But Are You Listening?" campaign, highlighting the importance of actively listening to boys and young men when they open up about their mental health. The campaign was boosted by influencers and public figures and featured clips from Flynn Matthews' short film Midpoint, which explores different experiences of anxiety.

240,000 accounts reached

387,000 total video plays

5,400 likes & engagements

200 downloads of dedicated mental health resources

Parent Mental Health Day 2024: #CreatingPositiveRelationships

Held in January 2024, this campaign focused on helping parents and carers strengthen family relationships to support their own and their children's mental health. Against the backdrop of the cost-of-living crisis and rising concerns about digital harm, we provided practical tools to foster connection and improve well-being at home.

20,000 website views in January

800 downloads of PMHD resources, incl. social media packs & guides

1000s of parents & organisations engaged on social media using #stem4PMHD

8,000 views to the PMHD webpage

Self-Harm Awareness Day 2024: #FromShadowsToSupport

In March, we launched a campaign for Self-Harm Awareness Day to reduce stigma, open conversations, and promote help-seeking for self-harm. We encouraged engagement with our Calm Harm app, which helps thousands of young people manage self-harm urges daily, and raised funds to sustain these essential resources.

The Power of Digital

With mental health challenges affecting more young people than ever before, our digital campaigns provide scalable, high-impact interventions at low cost. By leveraging social media, engaging influential voices, and providing free, evidence-based digital resources, we ensure that every young person, regardless of background, has access to meaningful mental health support.

During the year, our work to expand access to our award-winning apps along with our partnership with Ofcom to develop our Online Safety First Aid™ training course, were key developments.

Youth Mental Health Day 2024: #ControlYourScroll

September 2024 marked the fifth Youth Mental Health Day (YMHD), dedicated to helping young people develop healthier digital habits. The #ControlYourScroll campaign provided simple digital hacks and mental health strategies to help young people create a positive and safe online experience.

60,000+ combined video reach across social media platforms

84,000+ total social media reach, with 2,500+ direct interactions

52% of organisations that posted used a stem4 graphic, increasing campaign visibility

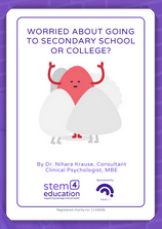
3,700+ downloads of YMHD resources, incl. a 96% year-on-year increase in our young person's guide downloads

44% increase in website traffic compared to last year

High-profile engagement from Manchester United, 10 Downing Street, the Department of Health and Social Care, and more

Expanding Our Reach Further

Alongside our core focus on delivering scalable, evidence-based digital mental health solutions, we are committed to developing supplementary initiatives that enhance awareness, provide practical resources, and support local communities. These initiatives help ensure that mental health support is accessible in a variety of ways, complementing our apps and expanding our reach.



Bringing Mental Health Resources into the Community:

Repurposing Disused Phone Boxes

In October 2023, we launched an initiative transforming disused phone boxes into local mental health resource hubs. These iconic red phone boxes have been given a new purpose offering accessible mental health information in the heart of local communities. This project is part of our commitment to breaking down barriers to support and reducing stigma around youth mental health.

Read more about this project here.

STEP-up © Self-Care Checker

Recognising the importance of self-care in mental well-being, in January 2024, we launched STEP-up©, a free digital tool designed to help young people assess and improve their self-care habits. Developed by Dr. Nihara Krause MBE, this interactive resource provides personalised recommendations to support brain health and overall well-being.

Complete the quiz here.

Supporting Students with School Avoidance

Emotionally Based School Avoidance (EBSA) is a growing concern, affecting 3 in 10 young people in the UK. In response, we developed the “Worried About Going to School” workbooks, designed specifically for primary and secondary school-aged children struggling with attendance due to mental health challenges. Created by Dr. Nihara Krause MBE, these practical guides offer structured strategies alongside our Clear Fear app to manage anxiety symptoms associated with EBSA and build confidence.

Check out the workbook here.

Supporting the Psychological Health of Primary School Children Exposed to a Traumatic Incident

This resource offers clear, practical guidance for adults supporting primary-aged children experiencing post-traumatic distress. Recognising that age and developmental stage impact how trauma is processed, the resource provides developmentally appropriate strategies to help children understand and cope with their experiences.

Download the workbook here

Engaging Conversations Through Digital Media

Understanding Teen Minds Podcast

To further support young people and those around them, we continue to produce the Understanding Teen Minds podcast, hosted by stem4 founder and Consultant Clinical Psychologist, Dr. Nihara Krause MBE.

+2,864 podcast downloads

Covering topics such as anxiety, depression, self-harm, and resilience, the podcast provides expert insights and practical strategies to help young people navigate their mental health.

Over the past year, podcast engagement has grown significantly, with over 2,800 more downloads in the past 12 months—taking us to an all-time total of 4,598. Our most popular episodes continue to focus on self-esteem in boys and young men, resilience-building, and the impact of social media on mental health.

Click here to listen

Awards and Recognition

We are proud that stem4 was named Small Charity of the Year for the second time at the prestigious Third Sector Awards 2024, recognising our groundbreaking work in supporting young people's mental health through clinically-validated digital solutions.

Small Charity of the Year 2024

Our commitment to innovation, impact, and accessibility was further recognised with two additional award nominations:

- Our Worth Warrior app, which provides essential support for young people struggling with eating disorders, was nominated for Digital Innovation of the Year.
- Our Online Safety First Aid (OSFA) Course was shortlisted for Breakthrough of the Year, reflecting its unique approach in equipping professionals with the skills to navigate mental health challenges in the digital world.

Strategic Priorities

As young people face increasingly complex mental health challenges, stem4 is strengthening its focus on scalable, digital-first solutions that provide early intervention, evidence-based support, and measurable impact. To achieve this, we have identified three core strategic priorities that will guide our work during the years ahead.

Financial Sustainability

stem4 is building a sustainable funding model to ensure free, high-quality mental health support for young people now and in the future. Recent progress includes diversifying income, securing multi-year funding, and boosting efficiency.

To achieve this, we are committed to:

- Diversifying income through grants, fundraising, partnerships, and earned revenue
- Monetising selected services while keeping core support free
- Maximising efficiency to prioritise high-impact work
- Leveraging partnerships to optimise resources
- Demonstrating impact to secure long-term funding

Technological Innovation

Making clinically validated, mental health apps as accessible as any essential service reaching young people with the right support, at the right time.

To achieve this, we are committed to:

- Reach over 200,000 young people annually
- Drive engagement through national campaigns
- Improve apps using feedback and emerging needs
- Strengthen NHS, school, and digital health partnerships
- Evaluate impact to ensure measurable outcomes
- Uphold data security and clinical safety

Evidence-Based Impact

Impactful mental health support requires rigorous evaluation. Our research-driven, data-informed approach ensures interventions are effective, scalable, and cost-efficient, driving system-wide change and embedding digital-first solutions in education and healthcare.

To achieve this, we are committed to:

- Gathering real-world data to refine app effectiveness and user experience
- Evaluating impact in health and education settings
- Embedding Theory of Change models in our approach
- Conducting health economic analysis to show cost-saving benefits of digital tools

> I have tested it out, I struggle a lot with my mental health and I have no one to talk to about it I constantly feel isolated and alone and this helped me out thankyou

User review for Move Mood

Funding

In a challenging funding environment, we have worked hard to secure the long-term future of stem4 through a diversified funding strategy. This is an ongoing process and we are pleased with our progress to date; we look forward to further milestones reached in 2025.

Support from Charitable Trusts and Foundations

stem4 is incredibly grateful for the continued support of charitable trusts, foundations, and grant providers. Their commitment not only enables us to sustain and grow our work but also validates our approach to deliver scalable, clinically-validated digital mental health solutions that provide young people with support wherever and whenever they need it.

Over the past year, we have received funding from a number of high-profile organisations, particularly those focused on youth mental health, digital innovation, and early intervention. This endorsement from organisations including the Prudence Trust and the Stone Family Foundation highlights stem4's leadership in this highly specialised area and reinforces the importance of our work in bridging the gap between need and access to support.

What has been particularly promising is the multi-year commitment from some key funders, reflecting their belief in our vision to sustainably transform how youth mental health is managed at scale. These strategic partnerships allow us to focus on long-term innovation and expansion, ensuring that stem4 remains a leading force in digital mental health intervention and prevention.

We extend our sincere gratitude to all the charitable trusts and foundations who have backed our mission. Your support is making a tangible difference in the lives of young people every single day.

Looking ahead, we remain committed to strengthening and maintaining partnerships with funders - existing and new - who share our vision for scalable, evidence-based mental health support that can be delivered sustainably across the UK.

> Worth Warrior exceeded my expectations. I thought it might just give me some insight to myself, but it's helped with my confidence, self-respect and thoughts, changing my perspective. I liked the 'change the way I view my body' part as it made you think in a more positive way instead of the first thought… thinking is it factual or a thought.

User review for Worth Warrior

Community Effort

This past year, we have been incredibly fortunate to receive the support of dedicated individuals, schools, and organisations who have rallied behind stem4's mission. Despite an increasingly challenging fundraising climate, our supporters have shown remarkable creativity, perseverance, and generosity, helping us sustain and grow our mental health initiatives.

From endurance challenges to charity events, our fundraisers have played a crucial role in ensuring that young people across the UK retain ongoing access to life-changing mental health support.

Fundraising Highlights

Marathons & Endurance Events:

- A team from Allen & Overy (now A&O Shearman) ran the Royal Parks Half Marathon in October 2023, raising vital funds.
- John Krause completed his 210th marathon in April 2024, once again raising money for stem4.
- Arthur Leney ran the Edinburgh Marathon in May 2024.
- In February 2024, runners took part in the Malta Marathon, sponsored by long term corporate supporter Diespeker & Co, in support of stem4.

School & Community Fundraising:

- Ursuline Girls and The Perse School supported stem4 through First Give and a Lip Sync Battle.
- Ricards Lodge School contributed through social action fundraising.
- Rutlish School won a prize for stem4 through First Give.

Events & Creative Initiatives:

- The Comedy Cares event, organised by Evie May, raised important funds for stem4.
- The 5th Charity Ball, hosted by Schmidt Kitchens Wimbledon and sponsored by Diespeker and Company.
- Our Wishing Trees on Wimbledon Common brought together the local community, offering a place for reflection and hope.
- In July 2024, Alex Berry, in memory of her sister Lydia, raised funds for stem4 through the Musica Kirklees' charity concert.
- Ivette Landino set up a Zumba fundraiser for stem4 in September 2024 which added a fun, active element to our Youth Mental Health Day campaign.

These events not only provided crucial funding but also raised awareness, bringing together communities in a shared commitment to improving youth mental health.

We are immensely grateful to everyone who participated, donated, and championed our cause. Your efforts directly contribute to ensuring that every young person has access to high-quality, evidence-based mental health support.

We look forward to working with you on more amazing initiatives in 2025.

Corporate Partnerships

Our work would not be possible without the generous contributions of our corporate partners, who recognise the importance of investing in young people's mental health.

This year, we have deepened relationships with longstanding partners while also securing new strategic collaborations that will help us expand our reach and impact. These partnerships are essential in enabling stem4 to provide cost-effective, scalable mental health solutions that support young people across the UK.

We are incredibly grateful to all the organisations who have supported us over the last year, and include just some of their names below:

- A&O Shearman
- Clayton, Dubilier & Rice
- Diespeker & Co
- Goldman Sachs
- Lansdowne Partners
- MedPro Group
- Schmidt Kitchens Wimbledon
- Terra Ferma Media
- The Co-Operative Group
- Pension Insurance Corporation

We welcome further collaborations with mission-driven organisations that share our vision for scalable, evidence-based mental health support. Whether through funding, pro bono expertise, or employee engagement, corporate partnerships play a crucial role in ensuring young people have access to the tools they need to build resilience and thrive. To explore how your organisation can support stem4, please get in touch.

> The Allen & Overy Shearman team chose to support stem4 in the Royal Parks Half Marathon because of the charity's vital mission to promote early intervention and positive mental health among teenagers. With one of the runners serving as a trustee of stem4, the cause had a strong personal connection and aligned with the firm's broader values around supporting youth wellbeing and mental health awareness.

Allen & Overy Shearman Fundraiser

The stem4 Team

At stem4, our impact is driven by a passionate and dedicated team, working across clinical, digital, educational, and operational functions to ensure that young people receive high-quality, evidence-based mental health support.

The team as of 30 September 2024:

Dr Nihara Krause MBE
CEO & Chief Clinical Officer

Philippa Beeson
Education Coordinator & Safeguarding Lead

Rita Nagy
Project Manager

Yvette Nieslony
Lead Technical Officer & Data Protection Lead

Ollie Head
Business Development Manager

Dr Richard Graham
Clinical Director

Geraldine Hellings
Finance Manager

Katie Donnell
Digital Lead

Rachel Edwards
Digital Insights Analyst

Zoe Peters
Senior Communications Coordinator

We are grateful to all team members, past and present, for their invaluable contributions to stem4 over the years.

Trustees

We are fortunate to have a strong board of trustees providing oversight, expertise, and strategic guidance to support our growth and sustainability.

This year, we were pleased to strengthen our board with the appointment of Dr Amit Seyan and Alan Kelly, bringing valuable expertise in healthcare, digital innovation, and financial management. Their guidance will be instrumental as we continue to expand our impact and ensure that stem4 remains at the forefront of scalable, evidence-based mental health solutions.

- Serkan Girgin
- Andrew Sales
- Debbie Ward
- Sthen Wiseman
- Franz Ranero
- Alan Kelly
- Dr Amit Seyan

We extend our deepest gratitude to our dedicated team, whose tireless efforts ensure that stem4 continues to deliver high-quality, evidence-based mental health support at scale. Their commitment, expertise and passion are what drive our success.

Financial and Operational Overview

In a challenging economic climate, stem4 has made progress in strengthening its financial position while continuing to deliver life-changing mental health support at scale. Our strategy remains focused on financial sustainability, cost control, income stability, and increasing reserves, ensuring we can maintain and grow our impact for years to come

Navigating Challenges & Strengthening Resilience

The past year has been a period of both challenge and progress, with rising costs and a tougher funding environment affecting charities across the sector. To maintain our impact whilst safeguarding our future, we have:

- Maintained the number of children and young people accessing our support.
- Reduced non-core overheads and prioritised high-impact initiatives.
- Stabilised income streams.
- Focused on securing multi-year funding, with over 25% of forecast revenue for the next two years already committed.
- Developed our apps' ability to generate sustainable income.

These steps have ensured that every pound raised delivers maximum impact, keeping our mental health solutions free for young people across the UK while building financial resilience.

A Strategic & Sustainable Approach

To sustain our long-term impact, we have refined our operational structure, reducing the breadth of our offerings while doubling down on our most effective, scalable, and cost-efficient interventions: our clinically-validated digital mental health solutions. This ensures that we can:

- Expand our reach by embedding our tools into education and health settings.
- Reduce dependency on short-term funding by prioritising multi-year partnerships.
- Continue to strengthen financial reserves, ensuring long-term stability.

While building long-term financial security takes time, our progress to date is proof of our ability to become increasingly financially sustainable.

The Road Ahead: Scaling Impact with Financial Stability

As we look ahead, our financial strategy remains focused on growth, sustainability, and measurable impact, with key priorities including:

- Expanding multi-year funding agreements with strategic partners who share our long-term vision.
- Developing earned income streams to complement grant funding.
- Maximising efficiency, ensuring resources are directed towards high-impact initiatives.

With strong governance, a clear strategic direction, and increasing confidence from funders, stem4 is building a sustainable financial foundation to expand and maintain vital youth mental health support.

Join Us: Scaling Solutions, Changing Lives

The success of stem4's digital mental health solutions is only possible through the support of funders, corporate partners, and individuals who share our vision.

As we work to scale our impact and integrate our tools into schools and health systems, we invite you to join us in ensuring that every young person has access to clinically-validated, evidence-based mental health support.

Whether through grants, corporate partnerships, or individual giving, your support can help shape the future of youth mental health. To explore ways to collaborate, please get in touch.

Click here to watch India's Story

Finances

Building Financial Strength

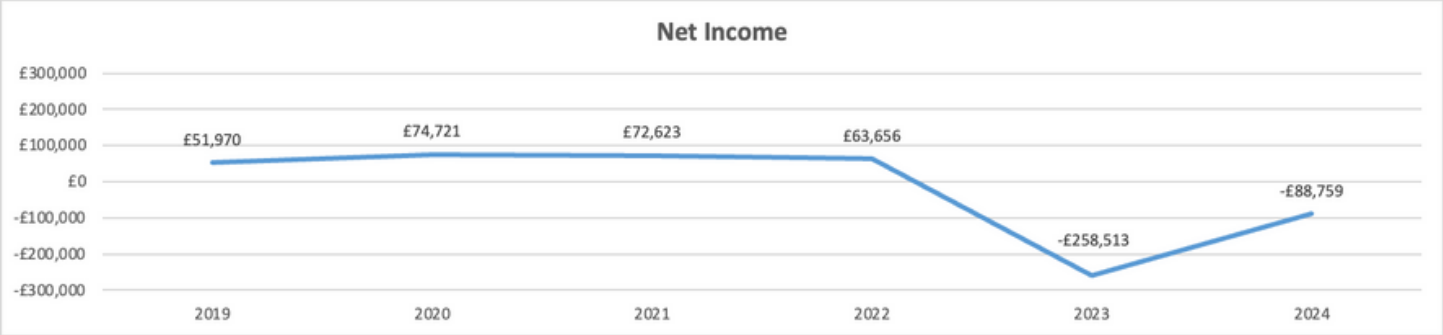
In a challenging economic environment, stem4 has taken decisive steps to ensure long-term financial sustainability. We have strengthened our financial position while continuing to deliver high-impact, evidence-based mental health support for young people across the UK.

This year, we have reduced costs, diversified our income and focussed our efforts on our most cost-effective tools. These changes have not only improved our financial stability but have also made the charity leaner, more resilient and better positioned for sustainable growth.

Net Income: A Positive Trend

Following a turbulent 2022-23, we have worked hard to move the charity closer to historic levels of net income. The positive steps we have taken, including a strict focus on cost control, are already having a significant impact, with a substantial improvement in our net income over the last year.

The direction of travel is clear and encouraging, and will be an area of continued focus in line with our commitment to maintain the charity on a strong and stable financial footing. We are on the path to greater financial balance, underpinned by long-term partnerships, significantly reduced operating costs, and a focus on growing sustainable income streams.

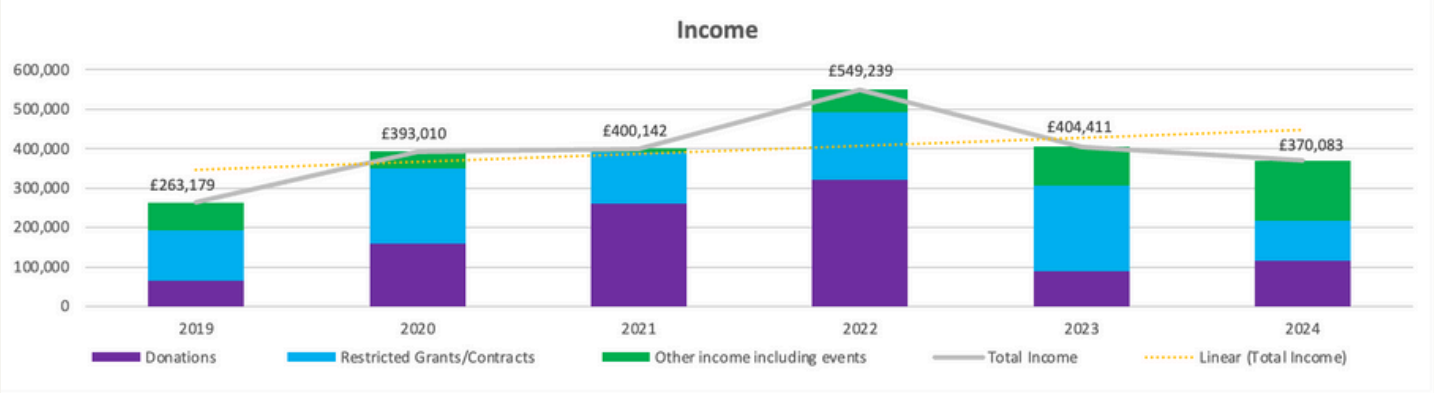


Income: A More Balanced Picture

In 2023-24, stem4 generated income of £370,083, which represents a healthy, diversified funding base across grants, donations, corporate partnerships and earned income. We have focussed on developing our income profile to be more balanced and more resilient, reflecting our long-term strategy to reduce reliance on any single funding source. This approach allows us to plan with greater confidence and to safeguard the free-to-access mental health support we provide for thousands of young people across the UK each year.

We are proud and grateful to have counted on the continued support of long-term funders during the year, whilst simultaneously welcoming a range of new donors supporting our transition to a more financially sustainable future.

Looking ahead, we are focussed on continuing to enhance our financial stability and setting the charity up for a secure future where we can continually invest in both enhancing the impact of our mental health tools whilst expanding access to children and young people across the UK.



Expenditure: A Leaner, Sharper Focus

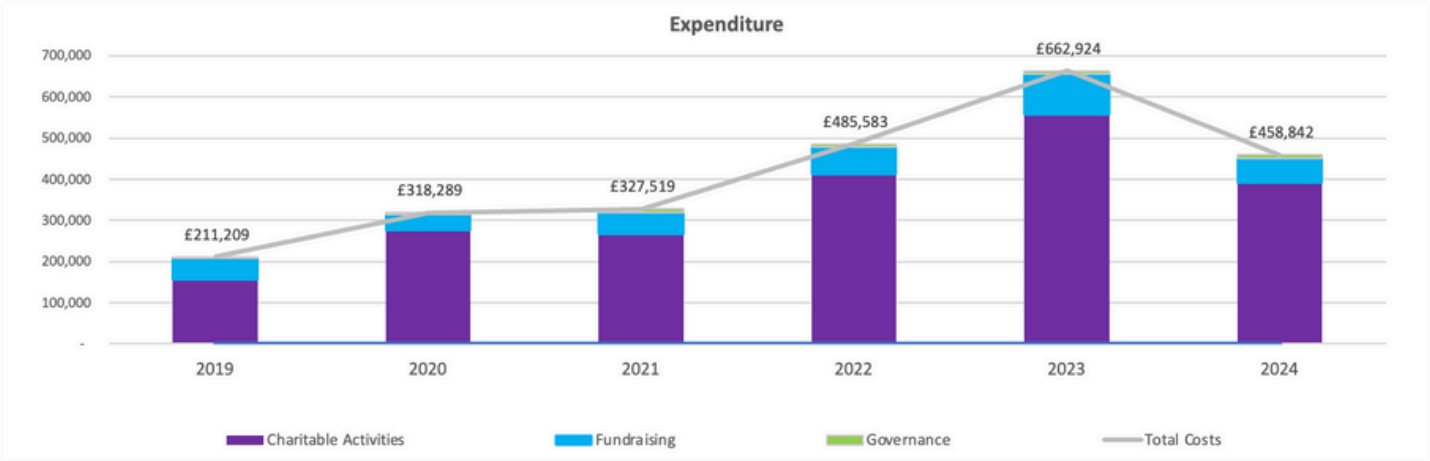
Total expenditure for the year was £458,842, a significant reduction from the prior year which reflects our commitment to operating efficiently whilst protecting and enhancing the quality of our core services.

We continued to spend the majority of our income directly on charitable activities, which has now become narrower in scope and focussed on our most impactful and cost-effective tools: our award-winning mental health apps. Governance and fundraising costs remain proportionate and are carefully controlled, with overheads strategically reduced during the year.

Investment on our suite of apps during the year has mainly comprised updates to improve the user experience and mental health outcomes, our ability to analyse and communicate impact, along with efforts to enhance the commercial viability of our apps to develop future sustainable income.

We are proud to have maintained our reach and impact during a year of reduced expenditure, proof of our ability to deliver exceptional value for every pound received.

Looking ahead, we will continue to spend funds carefully on enhancing impact, expanding reach and improving the charity's financial sustainability.

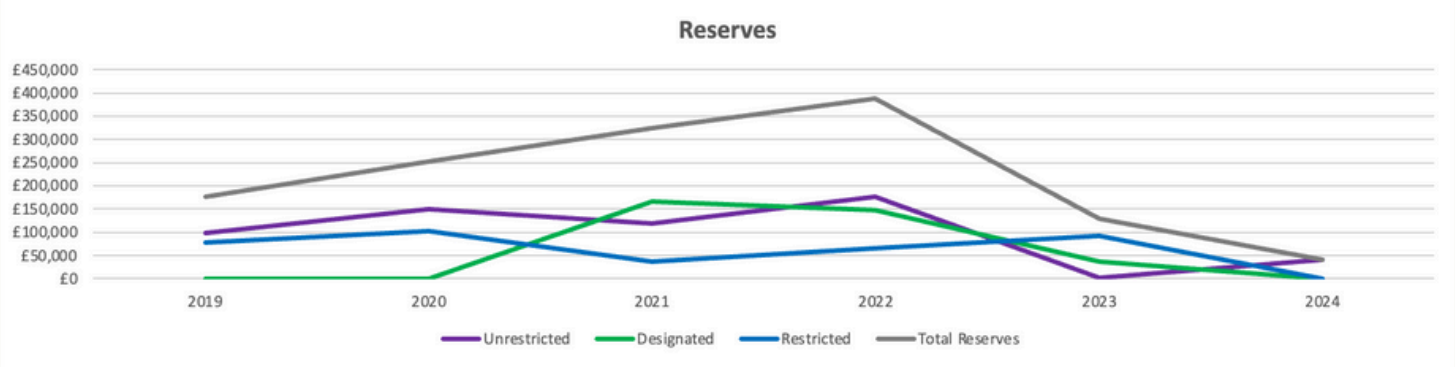


Reserves: Rebuilding With Confidence

The Trustees' prudent attitude to reserves historically has served the charity welll over the last few turbulent years, enabling stem4 to adequately weather a perfect storm of rising costs, reduced income and increased need for our support from children and young people across the UK.

At the year-end, unrestricted reserves stood at £40,951 which is a significant improvement from last year. Whilst we recognise there is more work to do in terms of building up the charity's reserve levels, we are pleased with the progress made over the year.

The Trustees' target reserves policy remains 3-6 months of operating expenditure which is intended to stike a balance between continuous investment in our products with retaining financial stability, flexibility, and confidence as we increase our impact. Further progress has been made since the year end in this regard.

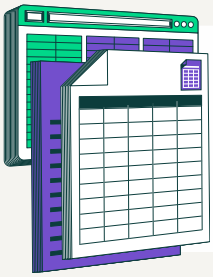


Looking Ahead

The past year has proven that challenge breeds innovation. We have tightened our cost base, improved the quality of our income and sharpened our strategic focus, all of which will stand stem4 in good stead to deliver enhanced impact over the coming years.

Next year, we will continue focussing on strictly managing our cost base, enhancing the quality of our income streams - focussing on medium and long-term income streams along with earned income - whilst maintaining investment in our products to safeguard their future and impact.

We look forward to working with partners and donors over the coming year who continue to be supportive of our plans to transition to a more financially sustainable model whilst maintaining our impact across the UK.



stem4's independently reviewed Report and Accounts for the year ended 30th September 2024 can be found on page 32

Risks and Compliance

At stem4, effective risk management is central to our ability to deliver high-quality, scalable mental health support. As we continue to expand our digital services, we are proactively addressing key risks to safeguard our impact, maintain operational resilience, and ensure compliance with industry best practices.

This year, our risk management approach has focused on two critical areas:

1. Optimising our resources to ensure sustainability and maximise impact.
2. Enhancing cybersecurity and data protection to safeguard users and maintain trust.

By strengthening these areas, we are mitigating potential risks while building a more resilient and efficient organisation capable of sustaining long-term impact.

Principle Risks

Resourcing & Organisational Capacity

Meeting growing demand with finite resources remains a challenge across the sector. At stem4, we have taken strategic steps to optimise our capacity, including:

- Prioritising high-impact work by streamlining operations and focusing on our core digital mental health solutions.
- Strengthening internal efficiency to ensure our small but highly skilled team can continue to deliver significant impact.
- Leveraging external expertise, working with third-party specialists where needed to expand our capabilities in a cost-effective way.

While resource constraints remain an ongoing challenge, our agile approach to workforce planning has allowed us to maintain high output while ensuring long-term sustainability.

Cybersecurity & Data Protection

With 32% of UK charities reporting data breaches in the past year, cybersecurity threats are an increasing concern. As a digital-first charity, stem4 remains fully committed to protecting user data and maintaining robust security systems.

This year, we:

- Successfully achieved our Cyber Essentials recertification, reaffirming our strong cybersecurity foundations.
- Strengthened our data security training to ensure that all staff remain vigilant against cyber threats.
- Continued our proactive monitoring to identify and mitigate risks in real time.

Even with limited financial resources, we continue to invest in best-practice cybersecurity measures to ensure our systems remain secure and our users' data is protected.

Compliance & Quality Standards

Clinical Safety of Our Apps

stem4's apps are developed in alignment with the Age-Appropriate Design Code, ensuring user privacy by default. We do not collect personally identifiable data, focusing only on anonymised usage patterns to enhance app effectiveness while safeguarding privacy.

To ensure the highest standards of clinical safety, each app undergoes a rigorous risk assessment process, including:

- Continuous collaboration with clinical practitioners to monitor and address emerging risks.
- A regularly updated Hazard Log, ensuring that any identified risks are mitigated effectively.

Data Security & Protection

We adhere to the NHS Data Security and Protection Toolkit (DSPT), which assesses our compliance with the National Data Guardian's 10 data security standards. Our annual self-assessment ensures that our data protection practices remain robust and aligned with the latest regulatory requirements.

Quality & Information Security Management

stem4 maintains a comprehensive suite of ISO-aligned documents, covering all aspects of quality assurance and information security management. These are reviewed:

- Annually, to maintain compliance.
- Whenever significant operational changes occur.
- When new regulatory requirements emerge.

This structured approach ensures that stem4 consistently meets high standards of security, compliance, and clinical safety, reinforcing our position as a trusted provider of digital mental health solutions.

> I got recommended this app from my therapist when I admitted that I self harm and that I needed help with it. I found it really helpful I would definitely recommend it to others.

User review for Calm Harm

stem4
supporting teenage mental health

UNAUDITED FINANCIAL STATEMENTS

Charity number: 1144506

Charity registration number 1144506

Company registration number 07779151 (England and Wales)

STEM4

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

STEM4

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr N S Krause MBE	
	Mr A G Sales	
	Ms D V Ward	
	Ms S E Wiseman	
	Mr S Girgin	
	Mr A J Kelly	(Appointed 20 September 2024)
	Dr A S Seyan	(Appointed 9 August 2024)
Charity number	1144506	
Company number	07779151	
Registered office	Connect House 133-137 Alexandra Road London United Kingdom SW19 7JY	
Independent examiner	Azets Audit Services Ashcombe Court Woolsack Way Godalming Surrey United Kingdom GU7 1LQ	

STEM4

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STEM4

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2024

Introduction
The trustees present their annual report and financial statements for the year ended 30 September 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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)" (effective 1 January 2019).

All members of the Trustee Board are Directors of the Charitable Company, and this report represents a Directors' report as required by s417 of the Companies Act 2006.

Within the Trustee Report are the following sections for Companies Act reporting requirements: Achievements and Performance, Financial Review and Principal Risks and Uncertainties.

Objectives and activities
stem4 is a charity that promotes the early detection and intervention of teenage mental health conditions through the provision of accessible, evidence-based mental health education, digital tools, and resources. Our mission is to equip young people, their families, and those who support them with clinically-validated tools that empower early intervention, reduce mental health symptoms, and build long-term resilience.

Our key aims during this financial year have been to:

- **Deliver Accessible, Early-Intervention Support:** We continue to prioritise the development and dissemination of digital tools that provide young people with immediate, evidence-based support for anxiety, self-harm, depression, and eating disorders. This is primarily achieved via the ongoing maintenance of and investment in our suite of five apps: Clear Fear, Calm Harm, Combined Minds, Move Mood, and Worth Warrior.

- **Strengthen Education and Awareness:** Through initiatives like Youth Mental Health Day, we have driven targeted campaigns to raise awareness, reduce stigma, and encourage help-seeking behaviours among young people, families, and professionals.

- **Support Frontline Professionals and Carers:** We remain committed to equipping those in close contact with young people—teachers, parents, and health professionals—with resources and training that enhance their ability to identify, support, and respond to emerging mental health challenges.

Public benefit
The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

In reviewing stem4's aims and objectives, the Trustees remain firmly focused on the charity's mission to provide accessible, evidence-based mental health support to young people, their families, and those who work with them. The delivery of public benefit is achieved through stem4's suite of five clinically-validated digital mental health apps, educational resources, and targeted awareness campaigns.

Over the past year, we have continued to prioritise early intervention and prevention, ensuring that young people have access to support regardless of background, location, or financial circumstances.

The Trustees have kept the principles of public benefit at the forefront of all strategic and operational planning, ensuring that all of stem4's activities serve to improve the mental health and well-being of young people across the UK.

Achievements and performance

Strategic Focus and Operational Impact

Throughout the financial year ending 30 September 2024, stem4 has strategically concentrated on its core strengths: digital innovation, scalability, and clinical validation. Amidst escalating demand for youth mental health services and increasingly strained NHS resources, we have intensified efforts to provide accessible, evidence-based digital support, ensuring that young people can access vital mental health tools wherever they are.

1. Digital Solutions at Scale:

Our suite of five clinically-validated apps – Calm Harm, Clear Fear, Move Mood, Combined Minds, and Worth Warrior – continues to play a pivotal role in early intervention and preventative mental health support across the UK.

- This year, we surpassed 4 million downloads globally, with 300,000 users accessing our apps, including 121,000 in the UK. Notably, 50% of these users were not receiving any other form of mental health support, highlighting our role in bridging the gap for those without access to traditional services.
- We have since introduced new impact measurement tools within Clear Fear, allowing us to assess its effectiveness in reducing the need for teacher and counsellor support in schools. Early findings are promising and will inform our strategic focus on expanding Clear Fear's reach in educational settings, ensuring universal access to students and easing the pressure on overstretched school services.

2. Educational Outreach and Awareness Campaigns:

Amidst ongoing economic challenges and increased online use, we have reinforced our commitment to mental health literacy and digital safety through targeted educational outreach.

- The fifth annual Youth Mental Health Day (YMHD) and the third annual Parent Mental Health Day (PMHD) saw a significant increase in reach and engagement, with over 600,000 people engaged across all platforms and 3,700 resources downloaded during YMHD alone.
- Recognising the vital role of schools in identifying and supporting young people's mental health, we conducted school talks and conferences, engaging with 540 students, focusing on resilience-building and anxiety management.

3. Financial Resilience and Organisational Adjustment:

In response to the economic climate, we have strategically realigned operations to focus on the most cost-effective, scalable digital interventions.

- Operational adjustments included reducing non-core overheads, stabilising income streams, and securing multi-year funding agreements, which now account for over 20% of forecast revenue for the next two years.
- Despite inflationary cost increases, we have successfully maintained the breadth of our digital mental health support, enabling us to sustain service delivery while building financial stability.
- This financial discipline has been balanced with targeted investment in key areas, including cybersecurity, data protection, clinical safety, and digital impact measurement, ensuring that our services remain robust and effective.

4. Recognition and Awards:
Our work in supporting youth mental health through clinically-validated digital solutions continues to be recognised at a national level:

- stem4 was awarded Small Charity of the Year at the Third Sector Awards 2024, marking our second recognition for impactful work in youth mental health.
- Our Worth Warrior app was nominated for Digital Innovation of the Year, reinforcing our reputation as a leader in delivering scalable, evidence-based mental health solutions.

Looking Forward
As we move into the next financial year, we remain committed to building on these achievements, further embedding our digital tools within schools, expanding partnerships, and leveraging impact data to drive sustainable growth. By maintaining a strategic focus on scalability, financial stability, and clinical validation, stem4 is well-positioned to address the youth mental health crisis at scale, ensuring that every young person has access to high-quality, evidence-based support.

Fundraising
stem4 continued to maintain a diversified income base. Highlights include:

- Corporate partnerships.
- Community fundraising activities and school fundraising.
- Pro bono and in-kind contributions, including digital marketing and legal support.

All fundraising activities adhered to the Charity Commission’s fundraising guidance and the Fundraising Regulator’s Code of Fundraising Practice.

Financial review
The charity continued to operate under challenging financial conditions, however a number of proactive measures taken by the Trustees and Management Team have ensured continued stability and availability of stem4’s vital resources.

Rising costs and reduced availability of fundraising and grant income necessitated a strict and prudent financial management strategy, focussed on reducing overheads and targeting long-term core funding, which has proved fruitful with a number of high-profile funders supporting stem4’s transition to sustainable income streams via one-off and medium-term funding.

Income and Expenditure
stem4’s total income for the year was £370,083, compared to £404,411 in 2023. This included grant funding, donations, corporate sponsorships, and fee-for-service income. Total expenditure was £458,842 (2023: £662,924), primarily directed toward programme delivery and development of digital tools, with reduced expenditure reflecting a reduction in non-core overheads and a narrower focus on our most impactful products driven by a challenging financial climate.

Net expenditure for the year was £88,759 which is a significant improvement on the prior year (2023: £258,513), demonstrating prudent financial management and a more stable financial situation. Progress has continued in this regard post year-end.

Reserves policy
The Trustees review the reserves policy annually. The aim is to maintain unrestricted reserves equivalent to at least three months of operational costs.

This reserves policy aims to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community;
- To ensure that delays in the receipt of expected income does not interrupt services or cause serious financial difficulty for the charity; and
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

The Trustees review reserves at least quarterly and the policy threshold annually to ensure that there are sufficient funds to maintain the charity's financial stability and ongoing development. The current policy, approved in June 2022, requires target free reserves to be maintained to cover 3-6 months' unrestricted operational expenditure (between £75k and £125k).

At year-end, free reserves stood at £40,951 (2023: £1,018). Whilst the charity's reserves remain below the Trustees' reserves policy, significantly growing free reserves over the past year is a great achievement in the context of a challenging financial environment and demonstrates the charity's finances are trending ever-stronger.

The Trustees' reserves policy has paid dividends, enabling stem4 to successfully navigate a perfect storm of rising costs and falling charitable income over the last two years. The Trustees' remain steadfastly focussed on continuing to build up reserves over the course of next year in order to ensure the charity's ongoing financial strength.

To achieve this, we remain committed to monetising existing products alongside seeking strategic partnerships with long-term funders. The charity is operating on a greatly reduced cost structure and we continue to keep a close eye on cost control. Further progress with regards to the charity's reserves has been made since year-end.

Risk Management

1. Financial Stability:
Funding volatility remains a significant risk, particularly in a challenging economic environment. We actively manage this through regular financial reviews, prudent cost management, and the development of multi-year funding agreements to provide greater financial predictability.

2. Data and Cybersecurity:
As a digital-first charity, protecting user data and maintaining robust security systems is paramount. We have achieved Cyber Essentials recertification, implemented ongoing staff training, and maintain stringent data protection protocols in line with the Age Appropriate Design Code and GDPR guidelines.

3. Compliance and Product Safety:
Ensuring that our digital products remain clinically safe and technically secure is critical. Regular risk assessments are conducted on all apps, and our in-house clinical safety team continues to monitor and mitigate emerging risks.

4. Safeguarding:
Safeguarding those we support and our staff remains a priority. Our Dedicated Safeguarding Officer works closely with the safeguarding trustee to review safeguarding protocols regularly. All staff undergo safeguarding training, with senior leadership completing safer recruitment training.

5. Sustainable Growth:
Operational adjustments have been made to align with a more streamlined and cost-effective model, ensuring that stem4 remains agile and able to adapt to external pressures without compromising on impact.

Risks are reviewed regularly by the Trustees, with ownership of specific risks assigned to individual Trustees for oversight. This structured approach ensures that emerging risks are identified early and managed effectively.

Plans for future periods

In 2024-2025, stem4 aims to:

- **Expand Evidence-Based Support:** Continue to focus on providing clinically-validated, evidence-based support in particular to disadvantaged and underrepresented communities, particularly through school-based initiatives and targeted digital tools.
- **Strengthen Financial Sustainability**: Continue developing sustainable income streams, including monetising select products, licensing digital tools to schools, and expanding partnerships to secure multi-year funding.
- **Invest in Technological Stability:** Ensure continued investment in our digital infrastructure, enhancing app stability and security to maintain user trust and safeguard data.
- **Demonstrate Impact:** Expand data collection and outcome measures across all digital tools to demonstrate clinical and cost-effective impact, providing the evidence base needed to engage new partners and funders.
- **Leverage Partnerships and Collaborations:** Continue to embed Clear Fear and other digital tools in schools, seeking to maximise the potential of promising early-stage results through wider school-based deployment.

Structure, governance and management

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association. Trustees meet regularly to review strategy and oversee operational delivery. Delegated authority is given to the Chief Executive and senior leadership team for day-to-day operations.

We are governed by our Board of Trustees which meets formally at least 4 times a year. The Board approves the charity's strategy and is responsible for ensuring that our broad policies and strategies are in keeping with our mission. They provide guidance on initiatives.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr N S Krause MBE	
Mr F J Ranero	(Resigned 25 March 2025)
Mr A G Sales	
Ms D V Ward	
Ms S E Wiseman	
Dr A Murphy	(Resigned 20 February 2024)
Mr S Girgin	
Mr A J Kelly	(Appointed 20 September 2024)
Dr A S Seyan	(Appointed 9 August 2024)

Trustee recruitment and selection is made by an annual skills audit and managed through Board recruiters, by a series of interviews and a nomination process. Our articles of association allow up to 9 Trustees on the Board. Trustees are appointed for an initial 5-year term and may be re-appointed for up to 2 further terms at a time.

All Trustees have an induction programme and receive guidance outlining their responsibilities. They complete Mandatory Safeguarding and Prevent training and for those on the interview committee, Safer Recruitment Training. They are provided with the stem4 policies and procedures handbook and social media guidance.

During the year, we welcomed Dr Amit Seyan and Mr Alan Kelly, bringing expertise in NHS Primary Care Medicine and Finance, respectively.

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2024

Our Trustees are all volunteers and have a wide range of experience. They come from across the country, from diverse backgrounds, and over half of them have personal experience of the mental health difficulties the charity represents.

The Chief Executive is responsible to the Board of Trustees for the day-to-day running of the charity and for delivering the organisational strategy and policies. We ensure that our governance structure, documents and practices are aligned with relevant Charity Commission guidance, including the Charity Governance Code.

We have a conflict of interest policy which requires us to identify and record any conflicts of interest held by Trustees. Any conflicts arising are formally recorded at meetings of the Board. Once a year, the Board and management team members have a special Board meeting to review strategy and to discuss changes in the operating environment. The Board meets quarterly without the Chair to review and satisfy any potential conflicts of interest by the dual role. Future direction includes an intention to appoint a CEO equivalent to the management committee.

The Trustees report was approved by the Board of Trustees.

.....
Dr N S Krause MBE

Date: .....2 June 2025.....

STEM4

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STEM4

I report to the trustees on my examination of the financial statements of stem4 (the charity) for the year ended 30 September 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 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.

Debra Saunders
FCA
Azets Audit Services
Ashcombe Court
Woolsack Way
Godalming
Surrey
GU7 1LQ
United Kingdom

Dated: 6 June 2025

STEM4

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

Current financial year

	Notes	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income from:						
Donations and legacies	**3**	114,695	-	-	114,695	88,484
Charitable activities	**4**	153,345	-	101,226	254,571	312,991
Investments and bank interest	**5**	817	-	-	817	2,936
Total income		268,857	-	101,226	370,083	404,411
Expenditure on:						
Raising funds	**6**	(58,792)	-	-	(58,792)	(97,964)
Charitable activities	**7**	(206,476)	-	(193,574)	(400,050)	(564,960)
Total resources expended		(265,268)	-	(193,574)	(458,842)	(662,924)
Net incoming/(outgoing) resources before transfers		3,589	-	(92,348)	(88,759)	(258,513)
Gross transfers between funds		36,344	(37,376)	1,032	-	-
Net income/(expenditure) for the year/ Net movement in funds		39,933	(37,376)	(91,316)	(88,759)	(258,513)
Fund balances at 1 October 2023		1,018	37,376	91,316	129,710	388,223
Fund balances at 30 September 2024		40,951	-	-	40,951	129,710

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.

STEM4

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

Prior financial year

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:					
Donations and legacies	**3**	88,484	-	-	88,484
Charitable activities	**4**	95,191	-	217,800	312,991
Investments	**5**	2,936	-	-	2,936
Total income		186,611	-	217,800	404,411
Expenditure on:					
Raising funds	**6**	(97,964)	-	-	(97,964)
Charitable activities	**7**	(316,902)	52,624	(195,434)	(564,960)
Total resources expended		(414,866)	52,624	(195,434)	(662,924)
Net incoming/(outgoing) resources before transfers		(228,255)	(52,624)	22,366	(258,513)
Gross transfers between funds		53,075	(56,858)	3,783	-
Net income/(expenditure) for the year/ Net movement in funds		(175,180)	(109,482)	26,149	(258,513)
Fund balances at 1 October 2022		176,198	146,858	65,167	388,223
Fund balances at 30 September 2023		1,018	37,376	91,316	129,710

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.

STEM4

BALANCE SHEET

AS AT 30 SEPTEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**12**		3,499		6,475
Investments	**13**		100		100
			3,599		6,575
Current assets					
Debtors	**14**	19,756		98,868	
Cash at bank and in hand		48,620		86,023	
		68,376		184,891	
Creditors: amounts falling due within one year	**15**	(31,024)		(57,756)	
Net current assets			37,352		127,135
Total assets less current liabilities			40,951		133,710
Creditors: amounts falling due after more than one year	**16**		-		(4,000)
Net assets			40,951		129,710
Income funds					
Restricted funds	**15**		-		91,316
Unrestricted funds					
Designated funds		-		37,376	
General unrestricted funds		40,951		1,018	
			40,951		38,394
			40,951		129,710

STEM4

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 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 .....2 June 2025....

.....
Dr N S Krause MBE
Trustee

Company Registration No. 07779151

1 Accounting policies

Charity information

stem4 is a private company limited by guarantee incorporated in England and Wales. The registered office is Connect House, 133-137 Alexandra Road, London, SW19 7JY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, 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) (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

These financial statements are prepared on the going concern basis. The trustees have a reasonable expectation that the charity will continue in operational existence for the foreseeable future.

The trustees are aware of certain material uncertainties, which may cause doubt on the charity's ability to continue as a going concern due to the uncertain economic climate. These uncertainties include the low level of unrestricted reserves at the year end and a reduction in working capital. The trustees are focused on mitigating these issues and creating financial stability for the charity through lowering the cost base, increasing short-term income and pursuing long-term sustainable income generation which have all seen progress post-year end.

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.

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.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

1 Accounting policies **(Continued)**

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds includes of fundraising events and production of goods for resale.

Expenditure on charitable activities includes delivery of projects including provision of mental health education and development of software applications.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on the same basis.

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:

Office equipment	25% per annum, straight-line basis

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

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)**

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

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.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

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

	2024	2023
	£	£
Donations and gifts (all unrestricted)		
Donations received	109,961	72,271
Gift aid received	4,734	10,795
Other	-	5,418
	114,695	88,484

4 Charitable activities

	2024	2023
	£	£
Analysis by fund - actvities for generating funds		
Unrestricted funds - general	153,345	95,191
Restricted funds	101,226	217,800
	254,571	312,991

5 Investments

	Unrestricted funds general 2024	Unrestricted funds general 2023
	£	£
Bank interest	817	2,936

6 Raising funds

	Unrestricted funds general 2024 £	Unrestricted funds general 2023 £
Fundraising and publicity		
Staging fundraising events	2,906	4,307
Other fundraising costs	1,103	2,015
Support costs	54,783	91,642
Fundraising and publicity	58,792	97,964

7 Charitable activities

	2024 £	**2023 £**
Charitable activities	36,281	173,428
Share of support costs (see note 8)	355,384	383,402
Share of governance costs (see note 8)	8,385	8,130
	400,050	564,960
Analysis by fund		
Unrestricted funds - general	206,476	316,902
Unrestricted funds - designated	-	52,624
Restricted funds	193,574	195,434
	400,050	564,960

8 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	274,966	-	274,966	303,324	-	303,324
Depreciation	2,976	-	2,976	3,126	-	3,126
Computer expenses	14,393	-	14,393	11,687	-	11,687
Telephone	1,326	-	1,326	1,378	-	1,378
Other support costs	64,800	-	64,800	97,815	-	97,815
Sundry expenses	157	-	157	450	-	450
Printing, stationery and postage	2,346	-	2,346	5,413	-	5,413
Travel and subsistence	152	-	152	458	-	458
Advertising	751	-	751	10,622	-	10,622
Insurance	3,339	-	3,339	2,124	-	2,124
Office rent costs	37,266	-	37,266	37,358	-	37,358
Other staff costs	7,695	-	7,695	1,289	-	1,289
Independent examination fees	-	6,730	6,730	-	3,000	3,000
Professional fees	-	1,176	1,176	-	3,906	3,906
Other governance costs	-	479	479	-	1,224	1,224
	410,167	8,385	418,552	475,044	8,130	483,174
Analysed between						
Fundraising	54,783	-	54,783	91,642	-	91,642
Charitable activities	355,384	8,385	363,769	383,402	8,130	391,532
	410,167	8,385	418,552	475,044	8,130	483,174

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the charity during the year and prior year.

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Employees	9	11

10 Employees **(Continued)**

Employment costs	2024	2023
	£	£
Wages and salaries	253,583	275,650
Social security costs	15,707	22,384
Other pension costs	5,676	5,290
	274,966	303,324

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2023 - none).

11 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 Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Office equipment
	£
Cost	
At 1 October 2023	23,795
At 30 September 2024	23,795
Depreciation and impairment	
At 1 October 2023	17,320
Depreciation charged in the year	2,976
At 30 September 2024	20,296
Carrying amount	
At 30 September 2024	3,499
At 30 September 2023	6,475

13 Fixed asset investments

	Other investments £
Cost or valuation	
At 1 October 2023 & 30 September 2024	100
Carrying amount	
At 30 September 2024	100
At 30 September 2023	100

Other investments comprise:	Notes	2024 £	2023 £
Investments in subsidiaries	21	100	100

14 Debtors

Amounts falling due within one year:	2024 £	2023 £
Trade debtors	850	-
Amounts owed by subsidiary undertakings	-	5,418
Other debtors	7,800	7,800
Prepayments and accrued income	11,106	85,650
	19,756	98,868

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	14,677	21,728
Other creditors	6,147	7,128
Accruals and deferred income	10,200	28,900
	31,024	57,756

16 Creditors: amounts falling due after more than one year

	2024 £	2023 £
Accruals and deferred income	-	4,000

17 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £5,676 (2023 - £5,290). The year end liability in relation to defined contribution schemes was £867 (2023: £610).

18 Movement in Funds

Current year

		Movement in funds			
	Balance at 1 October 2023	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 30 September 2024**
	£	**£**	**£**	**£**	**£**
Restricted funds					
Co-operative	142	1,240	(1,756)		-
Head Ed (Big Give)	3,220	-	(3,220)	-	-
Nominet Reset Mental Health	3,862	-	(3,862)	-	-
Wimbledon Community Fund	5,500	10,000	(15,500)	-	-
Combined Minds	17,622	20,000	(37,622)	-	-
Ofcom	60,970	69,988	(131,990)	1,032	-
Total restricted funds	91,316	101,228	(193,576)	1,032	-
Unrestricted funds					
Designated funds:					
Digital Projects Fund	-	-	-	-	-
Organisational Growth Fund	-	-	-	-	-
BNB	37,376	-	-	(37,376)	-
Total designated funds	37,376	-	-	(37,376)	-
General fund	1,018	268,857	(265,268)	36,344	40,951
Total unrestricted funds	38,394	268,857	(265,268)	(1,032)	40,951
Total funds	129,710	370,085	(458,844)	-	40,951

18 Movement in Funds **(Continued)**

Restricted funds

The Generations Foundation relates to funding provided for office rent.

The Co-Operative relates to the funding of telephone kiosks for mental health 'hubs'.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

Head Ed relates to work in relation to the HeadEd programme which contains videos and modules around eating disorders.

Nominet Reset Mental Health relates to funding awarded to drive digital capacity, marketing outreach, and impact study to reach even more young people and drive sustainability.

National Institute for Health and Care Research is for funding aimed at improving the eating disorder app named Worth Warrior.

BNB relates to funding for a new digital development focusing on building resilience and supporting wellbeing.

Tides Foundation relates to funding aimed at mental health support costs.

Combined Minds relates to an app for parents, carers and friends who are supporting a young person with a mental ill health condition.

OfCom relates to a new media literacy and mental health course.

Designated Funds

Digital Projects relates to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools.

Organisational Growth relates to the onboarding additional staff as the charity continues to grow.

18 Movement in Funds **(Continued)**

Prior year

		Movement in funds		
	Balance at 1 October 2022	Incoming resources	Resources expended	Balance at 30 September 2023
	£	£	£	£
Co-operative	516	3,036	(3,410)	142
Head Ed (Big Give)	24,497	10,000	(31,277)	3,220
Nominet Reset Mental Health	10,976	40,000	47,114	3,862
National Institute for Health and Care Research	9,060	40,564	(52,152)	-
Wimbledon Community Fund	-	10,000	4,500	5,500
BNB	11,799	-	13,379	-
Tide Foundation	8,319	-	(8,368)	-
Combined Minds	-	40,000	(22,378)	17,622
Ofcom	-	74,200	13,230	60,970
Total Restricted Funds	65,167	217,800	(195,434)	91,316
Unrestricted funds				
Designated funds:				
Digital Project Fund	106,858	-	-	-
Organisational Growth Fund	40,000	-	-	-
BNB	-	-	(52,624)	37,376
Total designated funds	146,858	-	(52,624)	37,376
General fund	176,198	186,611	(414,866)	1,018
Total unrestricted funds	323,056	186,611	(467,490)	38,394
Total funds	388,223	404,411	(662,924)	129,710

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2024

19 Analysis of net assets between funds

	Unrestricted funds 2024 £	**Designated funds 2024 £**	**Restricted funds 2024 £**	**Total 2024 £**	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 30 September 2024 are represented by:								
Tangible assets	3,499	-	-	3,499	6,475	-	-	6,475
Investments	100	-	-	100	100	-	-	100
Current assets/(liabilities)	37,352	-	-	37,352	(1,557)	37,376	91,316	127,135
Long term liabilities	-	-	-	-	(4,000)	-	-	(4,000)
	40,951	-	-	40,951	1,018	37,376	91,316	129,710

20 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

21 Subsidiaries

Details of the charity's subsidiaries at 30 September 2024 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
stem4 wellbeing CIC	England and Wales	Community Interest Company	Ordinary Shares	100.00	

stem4 wellbeing CIC donates all of its income to stem4 and was incorporated on 12 October 2020.

Get in Touch

stem4
supporting teenage mental health

Website
https://stem4.org.uk/

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enquiries@stem4.org.uk

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Charity number: 1144506

STEM4

England & Wales - Charity number 1144506

Accounts

stem4

supporting teenage mental health

Registered Charity Number 1144506

ANNUAL REPORT & ACCOUNTS

YEAR TO 30 SEPTEMBER 2023

stem4.org.uk

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CEO Introduction

stem4's mission to support the mental health and wellbeing of young people has been at a peak, in response to the demands young people have faced in a changing world. We have firmly focussed on the challenges to young people impacted by the cost-of-living crisis, and increased lack of access to evidence-based mental health care. We have responded to these growing needs in multiple ways, from increasing our digital offers, to extending our conference and webinar programmes, creatively reaching out to new audiences, and identifying and campaigning for change.

Listening to our audiences is at the heart of everything we do, and one of our proud achievements this year has been the formation of our Youth Advisory Group to help co-produce and enable us to promote the youth voice. Parents and carers continue to be the most significant source of support for young people, especially with the lack of access to health and social care services. Our parent and carer webinars and resources have been exceptionally well received. Reaching young audiences via educators and primary care providers through our 'Head Ed' programme and our new 'Understanding Teen Minds' podcasts continues to be fruitful. We are now home to both Youth Mental Health Day and Parent Mental Health Day, both of which, we are proud to say have considerable national and international audiences.

As people struggle and ill health increases, charities also have had to adapt to look at new, resilient ways of working. Building a strong charity infrastructure has become vital in an environment that is uncertain, lacking in resources and is ultra-competitive. We must therefore ensure our income grows, with a clear plan and people in place for generating sustainable income. We acknowledge that to deliver our strategy, a high level of clinical expertise is needed, together with skills to understand the challenges of the online world, identify new risks that threaten young people's mental health, meet greater digital and technical compliance needs, and be prepared to protect against emerging cyber-attacks. We have taken appropriate steps to establish extra clinical input, greater technical compliance, in-house cyber security expertise, and investment in data compliance.

Our vision to protect the mental health of young people, enabling them to live happy and healthy lives remains at the core of everything we continue to do, and I am most thankful to the amazing stem4 Team and Trustees who always go the extra mile, to our partners, and all the many wonderful individuals and organisations who contribute so generously.

In an ever-changing world, we will continue to be responsive, caring, and impactful in what we do.

Dr Nihara Krause MBE (stem4 CEO and Founder)

Missions and Values

Supporting young people's mental health

Our Vision

To protect the mental health of children and young people, enabling them to live happy and healthy lives.

Our Mission

To foster the development of good mental health in Children and Young People through enhancing early understanding and awareness by providing mental health literacy, shared early detection and early digital intervention.

Our Values

Informative
Clinically accurate, solution focussed and educational

Positive
A focus on strengths, resilience and change

Friendly
Non-judgemental and relatable

Inclusive
We work together and put young people at the heart of what we do

Responsive
We listen and act iteratively

Effective
We deliver change

Our Aims

Raise Early Awareness
By providing mental health education that encourages discussion and openness.

Help Young People to Stay Well
By providing a focus on resilience, well-being and self-care.

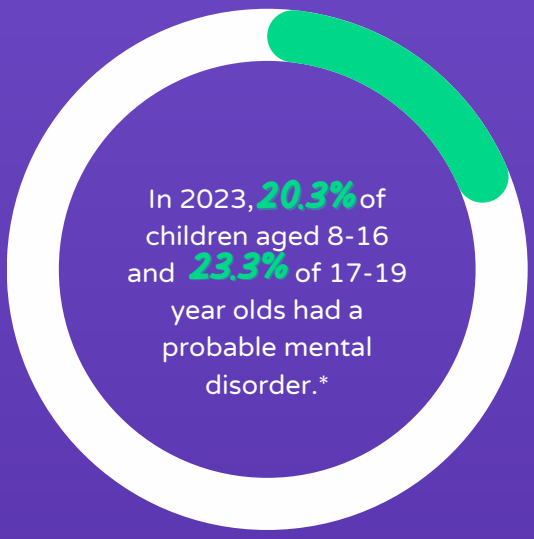
Offer Choice
By providing access to information in multiple ways and to many audiences.

Focus on Early Intervention
By providing effective, evidence-based intervention and signposting to safe national resources.

Extend Reach and Access
By providing information digitally, as well as face to face.

Putting Excellence at the Heart of What We Do
By listening and working with our different audiences, collaboration and partnership working, robust evaluation of outcomes, impact measurement and maintaining a strong financial position.

The State of Children and Young People's Mental Health



For 17-25 year olds, rates of probable mental disorder were **2X** as high for young women than young men.*

8-16 year olds boys and girls had similar rates of mental rates of probable mental disorder.*

12.5% of 17 to 19 year olds were identified as having an eating disorder in 2023.

Rates of eating disorders were **4X** higher in young women **(20.8%)**.

October 2022 to September 2023

67,000 British young people downloaded stem4's library of mental health apps

There were over **1.2 MILLION** engaged sessions in stem4's apps.

Almost **400,000** people used stem4's mental health apps.

50% of the people who downloaded stem4's library of apps were not accessing any form of professional help or treatment.**

*NHS Digital (2022) – **stem4 app analytics

Impact Review

Educating the Minds of the Future

One of stem4's guiding principles continues to be the belief that young people and those who support them (including parents, educators, and health professionals) have just as much right to an education about good mental health as they do good physical health. Our work is centred around sharing accurate information on how to recognise early warning signs, and provide effective strategies for how to deal with them. With young people experiencing multiple crises (from the pandemic, to ongoing wars, and the climate crisis), stem4's resources have been all the more important.

Empowering Hundreds of Classrooms with Mental Health Education

Head Ed has continued to stand firm as a trustworthy resource to aid teachers in their lesson preparation and teaching of Mental Health PSHE lessons. We currently have 2,019 teachers across the UK subscribed to Head Ed, a number that continues to grow steadily. We are looking forward to releasing our updated Head Ed platform in the coming months, with a new look and feel and nine new videos in the Key Stage 4 modules. In doing so we hope to achieve the PSHE Quality Assurance Mark.

2,019 subscribers by the end of September 2023, with 435 of those gained in the last year.

Carrington School Conference - September 2023

stem4 was thrilled to be invited to Carrington School in Redhill to host our second multi-school conference since the pandemic. We were excited to be joined by just under 100 Year 9 students from a number of East Surrey schools.

Once kitted out with their conference lanyard and folder, students were able to refer to the conference webpage to find out all the details of the day as well as access all the resources, including an assembly pack to aid them as they created awareness of teenage mental health on their return to school.

The day was filled with a variety of speakers and activities. Dr Krause provided a clinical perspective and allowed the students the chance to share some of their stresses and place them away in the 'stress bucket'.

Our stem4 ambassadors made us feel as proud as always and had the students enthralled as they shared their personal experiences. We would love to thank Shad Ahmad and Rosie Day for sharing their inspiring stories and Carrington School, Redhill for their kind hospitality. We are already looking forward to our next three conferences which are booked for the year ahead.

Early Digital Intervention

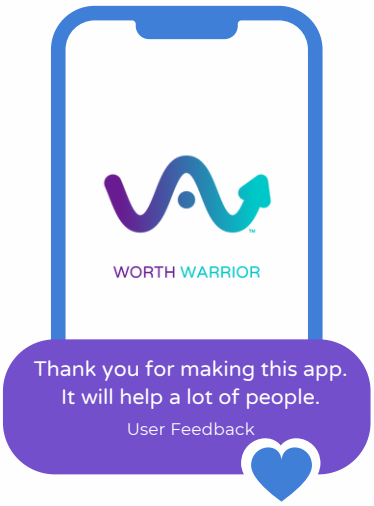
Release of stem4's latest app, Worth Warrior

In January 2023, stem4's fifth app, Worth Warrior, was launched to help young people manage low self-worth, poor body image and related early-stage eating difficulties or disorders. The app was funded by the National Institute for Health and Care Research (NIHR) and created in collaboration with young people.

Worth Warrior provides a range of helpful activities and information, based on the notion that eating and body-related issues can be helped through learning to challenge and change thoughts, emotions, behaviours, and body image issues underlying low self-worth.

By identifying these underlying factors, and monitoring them over time, users can also start to identify what their triggers and maintaining factors are and work towards making positive change.

A research trial is underway to find out if the Worth Warrior app helps improve self-worth and reduce symptoms of early-stage eating disorders.



App Accreditation

ORCHA

Our Move Mood app was assessed by ORCHA and now appears on the Mind helpline library for their team to recommend to helpline users. Our Calm Harm and Combined Minds apps are currently being assessed for inclusion in the library as part of the second wave of this project.

App Charging

In order for our apps to continue to meet their robust safety and technical requirements and industry standards, which requires regular resourcing, stem4 is undertaking a trial to see the impact of charging for our apps, starting with implementing a very modest, one-off charge for Calm Harm and Combined Minds. The apps will remain free to UK users, with users in the rest of the world being charged. All proceeds go toward stem4's work in providing hard to access, evidence-based mental health support for young people.

We are grateful for our users' understanding and cooperation as we work to find a sustainable source of funding that is as fair as possible, to continue to fund our charitable objectives of providing accessible and clinically-safe mental health support for young people.

Digital Innovation

Creating a Resilience Platform for Young People

Bounce Not Break is stem4's new psychologically-informed resilience and wellbeing education toolkit. It's an immersive, gamified mental wellbeing and resilience platform for primary school children. Designed by clinical psychologists, teachers and students, the interactive interface teaches the skills young people require to overcome life's inevitable challenges and setbacks.

stem4 ran focus groups with teachers in early 2023 to get feedback on the platform concept. We also co-collaborated with a local school to get children's feedback on screen designs and input into the mascot designs.

Phase one of development culminated in a pilot study in June 2023 with four schools and the results are currently being analysed. A second pilot is planned for later in the year.

For more information visit **bouncenotbreak.org.uk.**

Researching the Efficacy of Our Apps

We had 37 participants complete the Clear Fear research study to test whether the Clear Fear app helps reduce symptoms of anxiety. Early analysis of the results is very promising and we are looking to publish these in 2024.

CLEAR FEAR

Collaborating to Extend the Reach of Our Apps

Good Thinking

Good Thinking is an online service that supports Londoners to look after their mental health and wellbeing in a way that works for them. Since its launch in 2017, over 750,000 people have used this digital service to tackle anxiety, stress, low mood, sleep problems, and other concerns.

Available 24/7 on any device, free, and completely anonymous, Good Thinking provides a range of resources to help Londoners improve their mental wellbeing. stem4 is proud to have renewed licences for its Clear Fear, Combined Minds, and Move Mood apps with this platform, doing such a valuable job in supporting young Londoners' mental health.

Leeds CITY COUNCIL

MindMate Leeds is the name for all the different ways children and young people in Leeds can get support with their mental health and wellbeing.

The MindMate website is an information hub for both professionals and young people in Leeds and includes (amongst other help) how young people can support their mental health through local services. stem4 is proud to have extended our licence with localised information, commissioned by Leeds Council, for self-harm support in the area.

App Dashboard

We're excited to be working with our tech partner to develop a bespoke dashboard to aid in visualising the anonymous analytics that are collected within our apps. This includes information such as the type of people that are using the apps (such as age and gender, if users opt to give us this information), which activities are most used, when the apps are being used, and how effective users rate their activities to be.

This dashboard will be hugely valuable in providing a clear way for us to see how our apps are being used and in what ways they are effective, in order to better support our app users and inform further development, so that we can ensure we are effectively meeting their needs.

Apps in numbers

500,000+

downloads across all apps during this reporting period*

(*from Oct '22 to Sep '23)

All-time app downloads, as of Sep '23:

3M total Calm Harm downloads

800K total Clear Fear downloads

100K total Move Mood downloads

70K total Combined Minds downloads

"Practical app to help people take control … This is a great idea for an app. I like it. It's a nice space to figure out your own priorities and come up with your own solutions."

MOVE MOOD

"This app was recommended to me by a friend. Being someone who has a lot of panic attacks and anxiety, and who has had CBT (cognitive behavioural therapy), i can say that the app is really similar to the sessions i would usually pay for. This app has saved me many times and i highly recommend it."

CLEAR FEAR

"I was worried about my friend when we couldn't meet at school during lockdown because he gets very depressed. We filled his safety net together and I have a copy of it on my phone so we can remind ourselves of what we need to do when things get hard.'"

CALM HARM

"This is seriously the best app I've ever used. Period. It saved my life. Thank you, thank you THANK YOU calm harm team."

COMBINED MINDS

New Initiatives and User Voice

stem4's work is all about raising early awareness and highlighting the importance of early intervention, all while being led by young people. Two ways we have worked towards this include with our Youth Advisory Group and podcast hosted by Dr. Nihara Krause MBE.

Youth Advisory Group

Young people are at the heart of everything stem4 does. From informing our app development, to guiding where we direct our resources, we strive to be youth-informed in what we do. To enhance this, we set up a Youth Advisory Group.

With the recruitment of a Youth Engagement Coordinator we were able to have monthly meetings with a small team of young people who care about the mental health of all young people and want to take an active role in collaborating with stem4 and embedding a youth voice and perspective in everything stem4 does.

The Youth Group helped to shape the graphics and content of stem4's #BeBrave Youth Mental Health Day campaign.

When the capacity of the team increases we hope to be able to continue running this group, but in the meantime we will continue to ensure that the voice of young people is central to everything we do.

Understanding Teen Minds, stem4's Mental Health Podcast

stem4's mental health podcast, Understanding Teen Minds, aims to provide insight into the world of teenage mental health, looking at everything from signs and symptoms to early intervention.

Drawing on the extensive knowledge and experience of stem4 founder, Consultant Clinical Psychologist Dr. Nihara, along with the evidence-based resources and apps provided by stem4, we hope our podcast will continue to be a useful tool and support for health and education professionals, parents, and young people alike.

This year, we broadened our podcast audience to provide content for parents and carers as well as educators. Episode 3 of the podcast, released during Movember 2022, provided GPs with information about identifying eating disorders in boys and young men. For parents and carers, three further episodes were released on building self esteem in boys and young people.

Other topics targeted at parents and carers were: 'Talking about Resilience', 'Early Signs of Eating Disorders and First Steps Forward' and 'The Signs and Symptoms of Anxiety and Anxiety Disorders in Young People'.

We have had over 1,900 total listens and look forward to expanding our reach.

Promoting Digital Wellbeing for Young People

At the start of 2023, we launched a series of blog posts, written by Dr Nihara Krause and Dr Richard Graham, to provide information for both young people and parents/carers relating to young people's digital wellbeing. These included topics such as:

- How to understand social media algorithms
- Tips on how to navigate social media when feeling low
- How to take control of your time online, and
- Being kind online

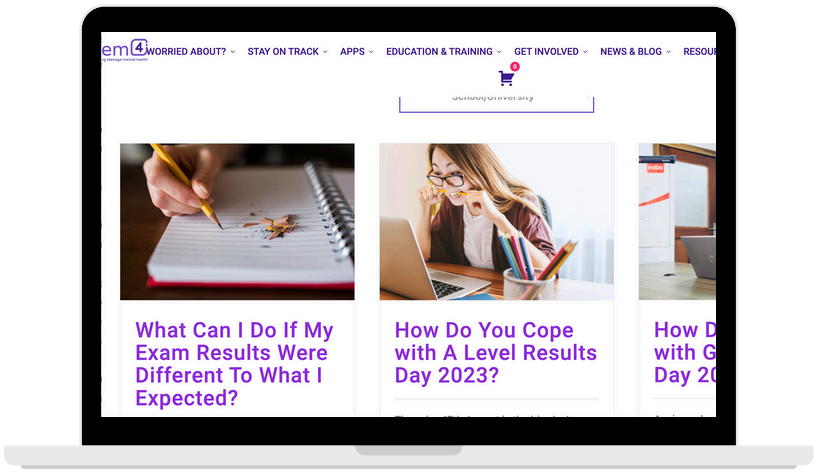
This has led to the development of a dedicated section of our website for Digital Wellbeing, which acts as a hub for this content as we continue to grow these resources, which can be found under the News & Blog section of our menu at www.stem4.org.uk.

Blog series: Support when waiting for and receiving exam results

We understand the emotional toll that waiting to receive important exam results can have on young people, as well as the pressures they can face on the day these results are released. Building upon last year's campaign, we updated our series of blog posts dedicated to this topic for the new cohort receiving their GCSE, T Level and A Level results over the summer.

We researched common results-day-related Google searches to get a sense of what young people wanted to know during this time, resulting in blog posts designed to support young people, from the stresses of the waiting period to how to handle the day itself, including:

- How can I stop worrying about results day?
- How do you cope with A Level / T Level / GCSE results day 2023?
- Understanding my exam results: How important are exams?
- How can I tell people my exam results?
- What can I do if my exam results were different to what I expected?



stem4
supporting teenage mental health
Registered Charity Number 1144506
stem4.org.uk

Highlighting the Need for Change & Campaigning with Impact

Mental health continues to rise on the public agenda, thanks to the longstanding work of charities and organisations like stem4. However, as the landscape young people operate in continues to evolve, it is important that stem4 not only continues to highlight the state of children and young people's mental health in the UK, but provides reasonable and positive steps forward.

Damaging content on social media, combined with pandemic fallout, contribute to a low sense of self-worth and a rise in eating difficulties.

In November 2022, stem4 surveyed 1,024 12-21 year-olds, to explore the impact of social media on young people's mental health. Nearly all (97%) young people are now on social media, clocking up an average of 3.65 hours a day on apps that have become very much part of their lives. 69% of young people said that social media has a negative effect on their mood, making them feel stressed, anxious, and depressed.

The survey also identified that 3 in 4 (77%) children and young people are now unhappy with how they look, with some as young as 12 saying "I'm fat," "I'm embarrassed by my body," "I'm not muscular enough," and "My body doesn't represent who I am." At the same time, nearly half (45%) of all 12-21 year-olds say they are regularly bullied by people they know, or trolled online about their physical appearance.

In March 2023, a webinar was run for parents and carers on how they can support young people struggling with eating disorders. The Worth Warrior app was promoted as a tool that can help young people overcome low self-worth caused by negative body image.

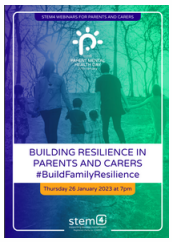
In November 2022, stem4 surveyed 1,024 12-21 year-olds

Cost of living crisis causing mental health distress for nearly two thirds of families in the UK

Ahead of Parent Mental Health Day 2023 (PMHD), stem4 conducted a nationwide survey of 2,012 parents and carers. This survey revealed that the lasting impact of the pandemic, combined with the cost-of-living crisis, has left millions of parents and carers in emotional and mental health distress.

Two thirds (63%) say that “the cost-of-living crisis has negatively impacted my mental health and my family’s mental health." This has led eight in ten (82%) parents and carers to say they feel overwhelmed and unable to cope and lack the resilience needed to overcome their daily struggles.

This set the stage for our Parent Mental Health Day theme of #BuildFamilyResilience, where we focused on ways in which parents and carers can successfully adapt to challenging situations and deal with their own stress and anxiety, while navigating their family through difficult times.



Two thirds of parents and carers (63%) say that “the cost-of-living crisis has negatively impacted my mental health and my family’s mental health."

8 in 10 parents and carers say they feel overwhelmed and unable to cope, and lack the resilience needed to overcome their daily struggles.

A parent in the East Midlands, commented: “I'm completely stressed about everything and so tired, but I keep going for my daughter and having to work to support ourselves for the basics. I feel so bad that my daughter's friends have holidays and nice things, yet we have very little in comparison. I don't really have time for myself”

Over half (55%) of the parents and carers surveyed say that they or one of their immediate family is experiencing mental health difficulties.

*Parent Mental Health Day 2023, survey of 2,012 regionally representative parents (with children aged from 0 to 18 living in the family home, of which at least one child is between 12 and 18) carried out on 16th and 17th January 2023.

Rising demand overwhelms NHS eating disorder services, GPs say only children and young people dangerously ill are able to access treatment

A survey of more than 1,000 GPs found that most GPs believe eating disorder services for children and young people are failing: over half (60%) of them say it is now very difficult for even dangerously ill young patients to access the specialist treatment and care they need to get well. While NHS child and adolescent eating disorder services are generally rated as easier to access than other mental health services, demand for treatment is now so great that services are seen to be “in crisis”, or as one GP said, “We are fighting a losing battle.”

stem4 used these results to emphasise that urgent action is needed in the form of more effective evidence-based early mental health interventions to deal with the rising number of young people with eating problems and body image difficulties.

GP survey in numbers

6 in 10 GPs now fear that their young patients will come to harm through lack of access to the treatment from NHS child and adolescent eating disorder services.

A GP in the Southwest of England said: *"The last patient I referred with moderate eating disorder and severe body dysmorphia was not seen for months. He was then seen briefly after an overdose, and then waited a further 4 months for input from CAMHS [Child and Adolescent Mental Health Services]. I saw this child every week, then fortnightly for over a year for 20 minutes minimum and calls to support the mother every few weeks because no services were available for him for so long."*

A GP in Scotland commented: "Disaster, underfunded, staff leaving, teams stressed and miserable because they can't see these young people, it's horrible. The NHS is collapsing in front of our eyes. Eating disorders has increased 2 exponentially with Covid. Very few GPs even know how to identify an eating disorder or what to ask/look for, ditto some of the pediatrics in local hospitals, we only have endless locums anyway."

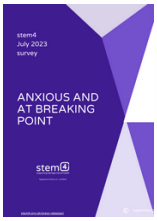
*Survey of 1,004 regionally representative GPs across the UK, carried out by MedeConnect Healthcare Insight between 14 & 24 December 2022. GP respondents didn't know about the subject matter in advance, and the questions were included in MedeConnect Healthcare Insight's monthly omnibus GP survey

Anxious and at Breaking Point

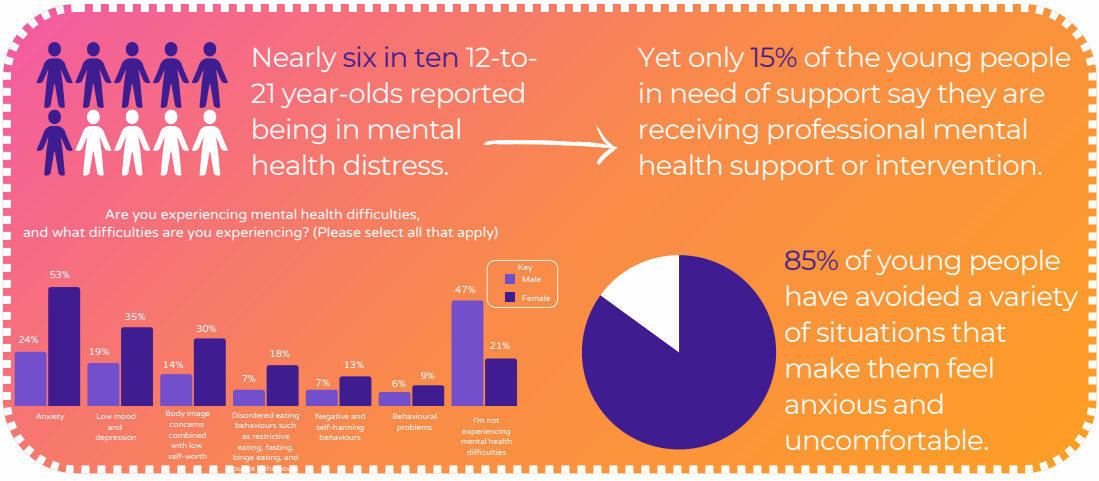
Ahead of Youth Mental Health Day 2023, stem4 released the 'Anxious and at Breaking Point' report to highlight rising rates of mental ill health in young people.

Nearly six in ten 12-to-21 year-olds reported being in mental health distress. Just 15% of the young people in need of support said they were receiving professional mental health support or intervention.

A substantial majority of young people (84%) aged from 12 to 21 say that over the past 12 months they have avoided a variety of situations that make them feel anxious and uncomfortable. These include public speaking (40%), talking to people they don't know (35%), going to school, college, university, or work (29%), making new friends (26%) and even dating (19%).



The theme of Youth Mental Health Day was #BeBrave, to reflect these rising rates of anxiety and to offer young people support in facing their fears.



*Youth Mental Health Day 2023, survey of 1,025 regionally representative young people in the UK aged from 12 to 21 carried out by Survey Goo between 21 & 27 July 2023.

Movember

Every year, the charity Movember devotes the month of November to raising awareness of issues affecting men's health and raising funds for projects that support these issues. In 2022, stem4 joined in this campaign by running a webinar and producing resources on how to build self-esteem and positive body image in boys and young men.

We produced a booklet with 'Power building' tips for boys and young men on how they can boost their self-esteem. This booklet also included signposts to further resources and support.

As part of our first series of podcast episodes aimed at GPs, we released an episode called 'Eating Disorders in Boys and Young Men, for GPs'. Series 2 of the podcast included three separate episodes for parents and carers on building self-esteem in boys and young men.

We also held a webinar for parents and carers where Dr. Nihara Krause MBE was joined by Dr Richard Graham and stem4 Ambassadors Iain Maitland and Tom, to discuss how we can support the mental health of boys and young men.

Find out more about how stem4 continues to support Movember on our dedicated Movember page.

stem4's Movember webinar had 273 attendees

97% of attendees would recommend the webinar

Most common age group of the sons of attendees: 12-15 years

94% of attendees said the webinar helped them to be more informed about self-esteem and body image in boys and young men

Movember resources were downloaded 200+ times

Movember webpage was visited 750 times throughout Movember

Parent Mental Health Day

In January 2023, stem4 celebrated its Parent Mental Health Day (PMHD) for the second year, focussing this year on how to #BuildFamilyResilience.

Despite emerging from the pandemic, the cost-of-living crisis caused parents to face new uncertainties and challenges. PMHD 2023 therefore focussed on practical ways in which parents and carers can build family resilience, minimising negative impact on the mental health of parents, carers, children and young people.

Throughout the campaign, stem4 provided interested organisations, corporates, and parents' groups with information packs filled with ideas to shine a spotlight on parents' mental health. PMHD encouraged people to reflect on the impact of mental health on their own and their families' lives and to share thoughts on how to #BuildFamilyResilience towards positive mental health, and take positive steps to make change.

We created a resource pack for parents and carers to help them #BuildFamilyResilience and tips on how to have conversations with young people about mental health.

We also held a webinar where Dr Nihara Krause MBE was joined by Dr Richard Graham and stem4 ambassadors Shad Ahmad and Rosie Day to discuss how parents and carers can look after their mental health and build family resilience.

There were 65,000+ views on the stem4 website in January 2023, and 15,000 on the dedicated PMHD webpage

The PMHD webinar was attended by 692 parents and carers.

- 96% of attendees said that they found the speakers engaging
- 87% said that the webinar helped them to be more informed about resilience
- 93% said that they would recommend the webinar

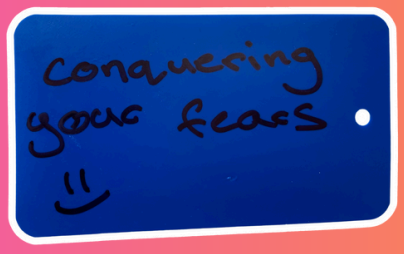
Youth Mental Health Day

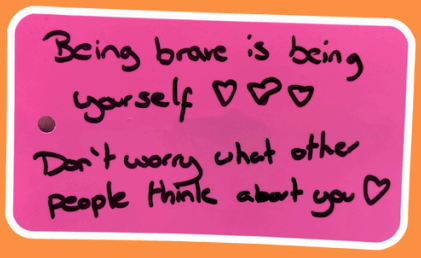
In September 2023, stem4 hosted its fourth national Youth Mental Health Day (YMHD) to encourage understanding and awareness of mental health in young people, enabling them to live happy and healthy lives all year round. Each year, the day aims to get young people, and those who support them, talking about how to improve mental health.

The theme for 2023 was #BeBrave to give young people the courage and confidence they need to achieve their goals and ambitions, and be the best version of themselves they can be.

YMHD 2023 invited young people across the country to reflect on different ways they could face their fears, and young people were asked to share what bravery meant to them.

The day was marked with an in-person event in Wimbledon Piazza on the 19th of September, as young people were invited to contribute to an interactive #BeBrave wall.





There were 29,947 views on the stem4 website in September 2023 (a 39.9% increase* from September 2022), and 10,893 on the dedicated YMHD webpage.

The YMHD resources were downloaded 3,244 times (up by 45.6% compared to YMHD 2022).

Most of the downloads were in September (up from 1.2k on 29 August to 3.2k on 25 September).

**We migrated to a newer version of Google Analytics (from Universal Analytics to GA4) during this reporting period, which involves a slightly different way of measuring some metrics. As such, website traffic figures from this report, using GA4 data, may differ from those reported previously, which used data from Universal Analytics. GA4 data will be used exclusively for these kinds of figures going forward.*

stem4 Impact Figures

From September 2022 to October 2023...

500K app downloads

380,000 Calm Harm downloads

90,000 Clear Fear downloads

7,500 Combined Minds downloads

25,000 Move Mood downloads

5,000 Worth Warrior downloads

1.2 MILLION engaged sessions in stem4's apps

400K active app users

286,000 active users of Calm Harm

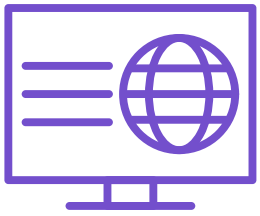
78,000 active users of Clear Fear

7,100 active users of Combined Minds

19,000 active users of Move Mood

3,400 active users of Worth Warrior

stem4 Impact Figures



290K

users visiting stem4's websites (incl. app sites)

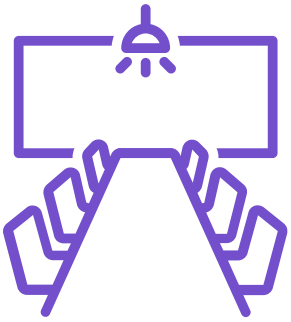
7.5K users visiting stem4's Resources web page

11K page views to the dedicated YMHD 2023 web pages

15K page views to the dedicated PMHD 2023 web page

1,077

people attending stem4 webinars



100

students attending stem4 conferences

400+

teachers signing up to Head Ed

3,200

downloads of YMHD resources

Awards

stem4 was excited to be named Small Charity of the Year in the Third Sector Awards 2022, having provided vital work benefitting over 100,000 young people's mental health over the past year alone.

The judges describes stem4 as "Packing a lot of punch for a small charity – a strong impact developed through strong relationships".

In addition, Dr Nihara Krause was named Charity Chief Executive of the year having provided an exceptional and excellent service to improving teenage mental health in the UK and Internationally, taking the charity to a new level of impactful success.

How You Got Involved

We would like to extend our deepest gratitude to each individual and organisation that has supported stem4's mission. The dedication demonstrated through various fundraising initiatives, including RideLondon and the Malta Half Marathon, has been truly inspirational. We are profoundly thankful for the commitment and enthusiasm of our supporters, whose invaluable contributions have empowered us to expand our reach and deepen our impact.

Here are some of the ways people fundraised for stem4:

stem4's Strategic Objectives

Consolidating, Developing and Expanding Core Work

Our actions will:

- Increase our digital resources including staff and expertise
- Ensure clinical safety continues to be met and all compliance procedures continue to be followed
- Promote youth engagement and views through setting up a youth committee
- Measure the effectiveness of each App and the Education Programme
- Measure the effectiveness of COVID-19 resources and adaptations
- Adapt existing Apps to further support COVID-19 impact

Focussing on All our Audiences - Young People, especially the most vulnerable, their Parents and Carers, Schools and Health Professionals

Our actions will:

- Develop new ways of ensuring our audiences receive the care and help they need
- Ensure decision makers, schools, health commissioners and professionals better understand how to support these vulnerable groups
- Work with parents in the care and development of their young person's mental health and wellbeing, including working parents
- Explore new ways to involve and reach BAME, LGBTQ+ and other minority communities with high mental health needs
- Focus on diversity and inclusion (content, data and products)

A Focus on Enhancing Mental Well-Being

Our actions will:

- Promote self-care of mental health and enhance peer-to-peer support in young people
- Develop links with schools on establishing early protective factors and resilience tools
- Develop digital tools to help increase well-being
- Create national campaigns on enhancing resilience and well-being such as Youth Mental Health Day

stem4's Strategic Objectives

Capacity Building through Considering a Business Arm to the Charity in Order to Increase Resource

Our actions will:

- Provide clever growth of the organisation
- Develop a business arm to support growth
- Get resourcing right in order to increase organisational capacity
- Monetise current opportunities
- Demonstrate impact

Extending Reach and Market Penetration of Existing Products

Our actions will:

- Increase our reach to at least 100,000 young people per year
- Focus on our marketing resources and strategy to help us deliver our objectives
- Extend work with schools and colleges and explore extending work to the upper end of junior schools and universities
- Work with school nurses and GPs, School Mental Health Team professionals and other primary care professionals on providing tools for early awareness and early intervention
- Find opportunities to work with statutory organisations such as the NHS, DfE, RCGP, Public Health
- Explore International opportunities such as the US, Canadian and Australian market where App downloads are high

stem4 Family

This year, the stem4 team has grown larger than ever!

We now have a CEO, 7 Trustees, and 14 members of the Management Team:

Dr Nihara Krause MBE

CEO

Caroline Cox

Head of Fundraising

Katie Donell

Digital Lead

Yvette Nieslony

Lead Technical Officer/Data Protection Officer

Philippa Beeson

Education Coordinator

Rita Nagy

Project Manager

Rachel Edwards

Digital Insights Analyst

Kristina Eventov

Comms Coordinator

Until-July 2023

Tamanna Chowdhury

Administrator

Liberty Supple

Youth Engagement and Community Partnerships Coordinator

Geraldine Hellings

Finance Manager

Dr.Richard Graham

Clinical Director

Maisie Coulstock-Cockeram

Digital Coordinator

Ollie Head

Business Development Manager

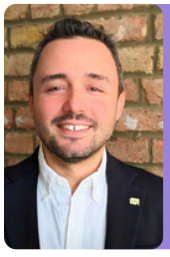
Sergio Rebelo

Wellbeing Content Creator

Zoe Peters

Comms Coordinator

From-July 2023



Serkan Girgin

Andrew Sales

Debbie Ward

Dr Annie Murphy

Sthen Wiseman

Franz Ranero

stem4
supporting teenage mental health
Registered Charity Number 1144506
stem4.org.uk

Thank You to Our Supporters

stem4 would like to extend sincere thanks to all our supporters and partners this year, including:

Co-op Community Partnership
M&S Greenford
Waitrose Community Matters Wimbledon
Peel Hunt
CIBC
Whoski
Diespeker & Co
Merkle
Senso Communications
Terra Ferma Media
Videobop
AWP Creatives
HMA
Freestyle Print
ORCHA
Wimbledon Windmilers
Boomerang
Pro Bono Economics
St Michaels PCC
Allen & Overy
Barclays
Fenwick
SME Capital
Rathbones Group plc

We are also truly grateful to all those we are unable to list here including Trusts, Companies, Schools, Community and Faith Groups, Sporting and Challenge participants, stem4 Ambassadors, Volunteers and the hundreds of individuals who continue to generously support our work. Thank you.

Principal Risks and Uncertainties

The trustees have responsibility for reviewing the risk management process. In addition to the stem4 Strategic Risk Register to monitor progress on strategies to mitigate risks, there is a Clinical Risk Register for each of our digital products, alongside a Hazard log and an overall Operational Risk Register. Each risk is listed with an action and mitigation steps and procedures. Risks include operational, financial, governance, environmental, compliance, safeguarding, clinical and reputational. Insurance cover is reviewed annually.

Our key risks at this time include:

Resourcing

Resourcing was the key issue. And we were working hard to prioritise work and expanding the team and employed third party resources to bolster capacity throughout the year to meet demand. The team is small and the volume of work and output achieved has been impressively large.

Managing Our Data and Cyber Security

With cybercrime increasing all the time, failure to secure our information systems from attack could lead to loss of service, loss of data, and even put people at risk, leading to reputational damage, regulatory breach and fines. This is an area that we constantly need to review and keep ahead of.

We achieved the Cyber Essentials accreditation in May 2023. This helps guard our systems and data against the most common cyber threats and demonstrates our commitment to cyber security.

At the same time as we achieved our Cyber Essentials accreditation, we signed up with the National Cyber Security Centre (NCSC) Early Warning Service. This service processes a number of UK-focused threat intelligence feeds from trusted public, commercial and closed sources and flags their findings to us for action.

Compliance

Ensuring the Clinical Safety of Our Apps

Clinical Safety is a key priority at stem4 and all of our apps follow strict clinical safety guidelines and protocols, including risk assessments, hazard logs, and mitigations of risks which are reviewed annually in their entirety. We also review each app on a quarterly basis and document and assess any issues raised by users or technical support on each of the apps at these review meetings.

The Digital Technology Assessment Criteria (DTAC)

The Digital Technology Assessment Criteria (DTAC) for health and social care gives clinical staff, patients, and citizens assurance and confidence that the digital health tools stem4 is developing meet the NHS clinical safety, data protection, technical security, interoperability, and usability and accessibility standards. It is the national baseline criteria for digital health technologies entering and already used in the NHS and social care. All our apps are developed to DTAC standards which are now incorporated into our standard app development process.

Data Security and Protection Toolkit (DSPT)

The Data Security and Protection Toolkit is an NHS online self-assessment tool that allows organisations to measure their performance against the National Data Guardian's 10 data security standards. As data security standards evolve, the requirements of the DSPT are reviewed and updated, to ensure they are aligned with current best practice. stem4 is assessed against these standards on an annual basis.

Age Appropriate Design Code (AADC)

The Age Appropriate Design Code is a set of ICO (Information Commissioner's Office) standards and explains how the General Data Protection Regulation applies in the context of children using digital services. stem4 is the first health organisation to have achieved the Age Appropriate Design Code accreditation. 1 in 5 UK internet users is a child, and at stem4 we wanted to ensure that the language used in our products was age appropriate. In order for us to achieve this, we had to review all our ISO 9001 and ISO 27001 documentation to incorporate these standards.

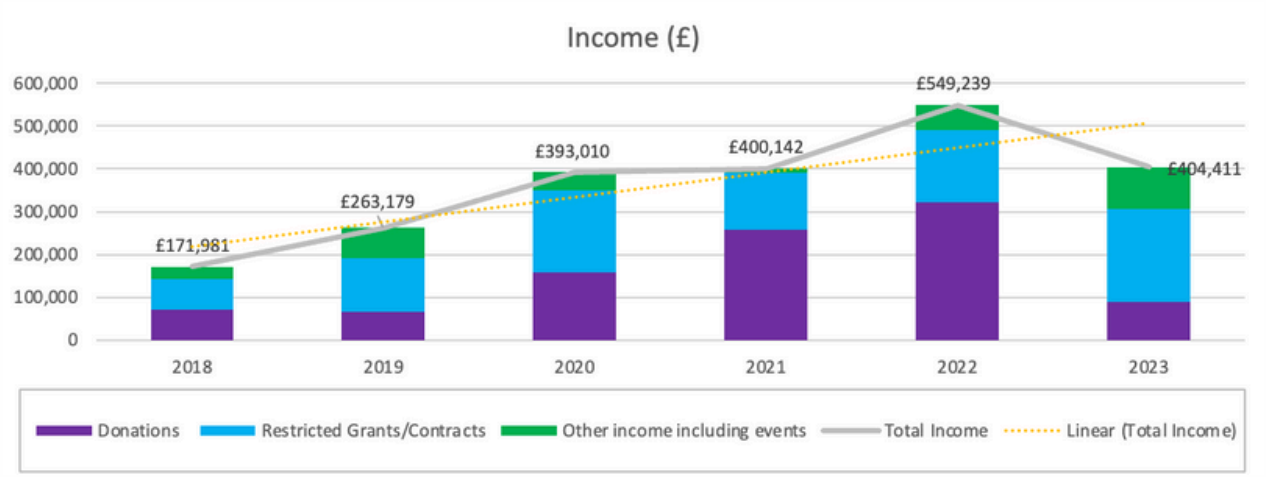
stem4 Finance

Where our money comes from

We raise funds from a variety of sources. Having a diverse number of income streams is a very important part of our long term strategy. Grants, Trusts, Corporate partners, Individual donations and Community Fundraising all continue to play a key role in funding charitable activities.

stem4 is proud to have continued to demonstrate resilience and adaptability in response to the challenges faced by the pandemic. We are very grateful for the funding we have received from all our supporters and grant-makers.

Looking ahead, whilst we have grown enormously in the last few years, given the challenging economic outlook and fundraising environment, we remain focussed on moving forward on investing in a long-term strategy, including monetising existing products which we see as a key to our success. This will allow us to continue to invest in infrastructure and governance as we grow, and to support our core costs to allow us to sustainably deliver our charitable activities.



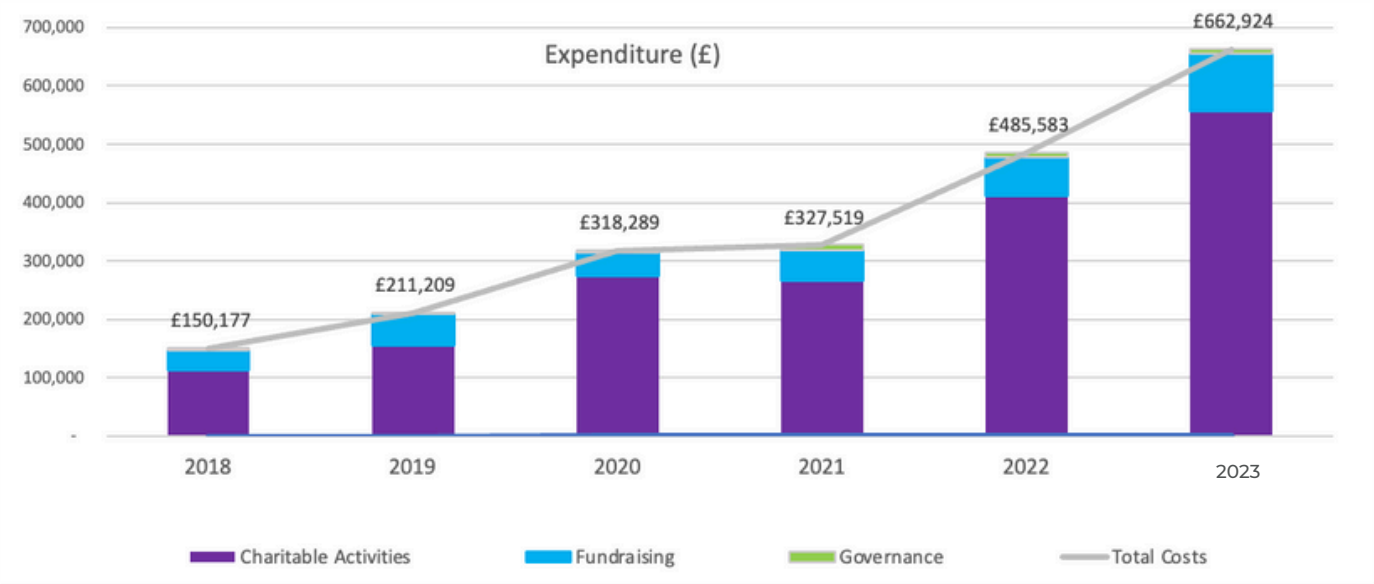
These figures come from “Income Only” worksheet

Where do we spend our money?

A high proportion is spent directly on charitable activities (85%). Of this, 60-70% is spent on mental health apps (Calm Harm, Clear Fear, Combined Minds, Move Mood and Worth Warrior) together with new stringent cybersecurity and technical safety requirements for our digital products. Education spend is a growing area, in particular digital delivery, with online conferences to parents, teachers and health professionals and expanded use by schools of stem4's Head Ed teaching resource. We continue to invest in surveys, impact evaluations and campaigns (e.g., Youth Mental Health Day), as well as key areas of governance, including clinical safety and safeguarding.

Looking ahead, in line with our strategic aims, we will continue to deliver on core existing programmes, expand in key areas of need and invest in infrastructure to support growth.

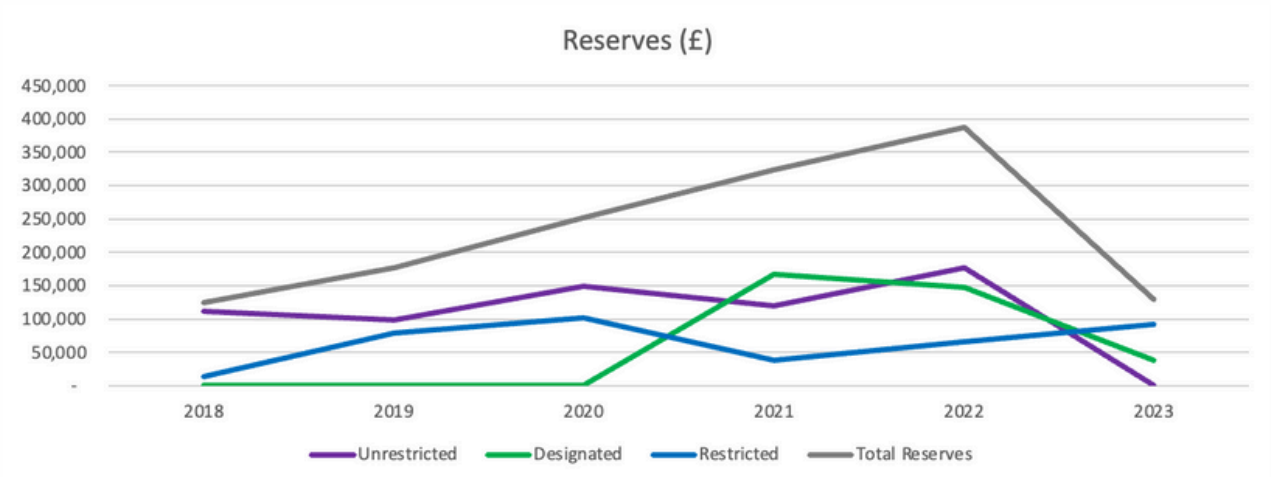
stem4 Finance



These figures come from “Expenditure Only” worksheet

Our Reserves

We understand the importance as a charity of building a strong reserve base. Our reserves are pivotal as a strategic enabler for us to continue to fund our growing number of digital products, our education programme, and targeted projects. stem4's trustees monitor reserves closely, balancing the need to maintain levels in line with our reserves policy against the application of funds to planned charitable work. In 2022, the trustees reviewed future projects and designated unrestricted funds above the reserves policy towards these areas.



These figures come from “Reserves Only” worksheet

stem4's independently reviewed Report and Accounts for the year ended 30th September 2023 can be found on page 30.

Charity registration number 1144506

Company registration number 07779151 (England and Wales)

STEM4

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

STEM4

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr N S Krause Mr F J Ranero Mr A G Sales Ms D V Ward Ms S E Wiseman Mr S Girgin
Charity number	1144506
Company number	07779151
Registered office	51 St Georges Road Wimbledon London SW19 4EA
Independent examiner	Azets Audit Services Ashcombe Court Woolsack Way Godalming Surrey United Kingdom GU7 1LQ

STEM4

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STEM4

TRUSTEES REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The trustees present their Annual Report and Examined Financial Statements for the year ended 30 September 2023 under the Charities Act 2011.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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) (effective 1 January 2019)".

All members of the Trustee Board are Directors of the Charitable Company, and this report represents a Directors' report as required by s417 of the Companies Act 2006.

Within the Trustee Report are the following sections for Companies Act reporting requirements: Achievements and Performance, Financial Review and Principal Risks and Uncertainties.

Objectives and activities

The charity has established expenditure to achieve its objectives for public benefit to improve the lives of young people through early detection and intervention of common mental health problems – eating disorders, anxiety & depression, self-harm, and addiction. There continues to be focus on building resilience, now from a younger age, but also new challenges related to cost-of-living, increase of online use, and social determinants of health.

stem4 provides a direct response to the growing number of young people being affected by mental ill health conditions, the figures of which continue to increase, with access to resources including statutory services extremely stretched. The goal is to empower young people to make positive changes early in their lives to prevent enduring physical and psychological effects, as well as offer evidence-based early intervention to help manage their symptoms, either as they wait for treatment or as possible treatment if they do not meet the threshold required for help.

In accordance with the charity's objectives, we recognise that for young people to thrive, their families and carers, educators and primary care providers also need support in learning to identify signs of mental ill health, to be empowered to take steps to advocate on their behalf, as well as feel confident to make positive, first steps to change and be aware of how to work alongside treatment as well as help in recovery. With that in mind, the charity also works with these groups in providing evidence-based mental health literacy, basic, early intervention skills, and a focus on developing resilience frameworks with the child or young person's wellbeing kept central.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Strategic Overview

stem4 have firmly focussed on the challenges to young people's mental health, the numbers of which have been alarmingly increasingly, further impacted by the cost-of-living crisis and other world economic and political struggles. Health service burden continues to severely impact child and adolescent mental health services (CAMHS) with the threshold of acceptance to treatment increasing. This has left a gap in the prevention and early intervention space. It has been a time to focus on basic needs and to grow the impact and reach we can offer, especially through digital delivery, and to connect with new audiences and emerging mental ill health difficulties. As people struggle and ill health increases, charities themselves have had to adapt, not only to support need but to also to look at new, resilient ways of working. Building a strong charity infrastructure has become vital in an environment that is uncertain, lacking in resource and is ultra-competitive.

Our vision to protect the mental health of young people, enabling them to live happy and healthy lives remains at the core of everything we continue to do. Planning has been focussed on stem4's strategic goals and associated targets, and the strategy is reviewed formally at the annual strategy day and informally as a team. We acknowledge that to deliver our strategy, a high level of clinical expertise is needed, together with skills to understand the challenges of the online world, identify new risks that threaten young people's mental health, meet greater digital and technical compliance needs and be prepared to protect against emerging cyberattacks. We must therefore ensure our income grows, with a clear plan for generating sustainable income. This is in order that we have the resource to develop and deliver our offers to meet the mental health needs of the young people who lie at the heart of what we do, as well as their families and carers, schools, colleges and universities and primary healthcare professionals.

Technical compliance needs have escalated this year and we have focussed on developing and enhancing in-house cybersecurity expertise, ensuring the management of digital risk to the highest level, training of staff, an investment on data compliance, app safety, new technical stack builds, and key senior leadership training and development.

Primary school aged children have experienced significant difficulties in adjusting to the impact of the pandemic and the charity has been approached by several primary schools requiring mental health education, resilience building and mental health support. The charity has therefore focussed on developing resilience support that can be embedded into the curriculum.

This has also been a year to continue to focus on Equity, Diversity, and Inclusion (EDI) ensuring that training and development is in place as well as service growth. We have focussed on the digital divide, and on populations most affected by the cost-of-living crisis.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

During the year the charity has continued to expand its digital offerings, supporting more young people, as set down in the business plan. Given the need to support the rise in eating disorders after the pandemic, and meet demand, especially for mild-moderate difficulties, which the current health service is struggling to deliver, the charity has been able to create a fifth app. In addition, there has been an increased focus on promoting awareness including the continued ownership of Youth Mental Health Day in September and the launch of Parent and Carers Mental Health Day in January; to launch our mental health education programme to as many UK schools as possible and to target our apps to those who are in most need.

The stem4 suite of apps:
The newest app is called 'Worth Warrior' and is for body image issues associated with eating disorders. This app is funded through the National Institute of Health Research (NIHR) and the grant is for one year. The grant includes for an NHS Ethics Committee approved research project to measure both quantitatively and qualitatively the impact of the app. There has been further success in market penetration of all other stem4 apps. The 'Calm Harm' app (self-harm) was redeveloped onto a new tech stack and the 'Clear Fear' (anxiety), Combined Minds (for Parents, Carers, Friends) and Move Mood (depression) apps are widespread. All four of these apps continue to provide licensed versions to Leeds Council (Calm Harm) and NHS North and East London CSU, through Good Thinking (Clear Fear, Combined Minds and Move Mood) and an undisclosed by request corporate (Clear Fear). There will be an ongoing focus on ensuring our apps meet all regulatory needs as required by the NHS. These technical requirements are expensive, and we are grateful to Nominet for choosing us to be on their grant scheme which has enabled us to complete and market several our digital products as well as invest in the technical and training requirements that help us deliver our services. Investment has also been made into the training required for an expert in-house clinical safety team.

stem4's App Library won the 'Tech for Good Initiative' at the Digital Leaders 100 Awards after several rounds, including interviews and public voting. The award recognised stem4's excellence in using evidence-based methods to clinically produce all four apps that support young people, as well as stem4's pioneering and sustainable approach to digital transformation in the UK.

The Head Ed suite of mental health videos with lesson plans was launched in 2021 and we are grateful to the Nominet Reset grant to enable us to do this. Head Ed was endorsed by the Anna Freud Centre and at the end of September 2022 had around 1000 schools in the UK download it. We were grateful to the Brother's Trust for supporting new modules to be developed to meet emerging need, including asking for help and eating disorders.

stem4 survey data continues to be promoted on national media and in national campaigns including informing government think tanks. stem4 social media has grown rapidly and was specifically boosted in August when Tom Holland (aka Spiderman) made an announcement on social media on the stem4 apps. All stem4 campaigns have been very effective at promoting our message and both national and international involvement. stem4's Movember boys and men's mental health campaign in November 2021 was very well received both on social media and in webinar attendance and will continue to be an important way to support this group's mental health.

Several corporates have supported stem4 this year. Whilst every donation goes a long way to supporting what we do we are particularly grateful for the generous donations throughout the year by Peel Hunt and CIBC.

A strategy planning meeting facilitated by Sharon Wright, strategy and policy development consultant, Creative Wit, was held to review existing business plans. The stem4 team continues to expand as the charity grows, and a project manager officer was appointed in the year to manage the increase in volume and complexity of projects to ensure continued quality delivery as well as a consultant child and adolescent psychiatrist to help as clinical director. The ideas of recruiting to a Chief Operating Officer role were put on hold after two major disappointments. A Director of Development will, instead, help with the growth plans of the charity.

Many new roles are needed. In particular, the need to demonstrate impact of our digital products is pressing and the intention is to appoint to an impact insights and measurement role. The need to recruit to a marketing role is also much needed.

stem4 digital offers: There has been increased downloads and market penetration of all five apps. The free version of all five apps is embedded in a significant number of NHS Trusts and Universities. Licensed version of Calm Harm for Leeds Council continues until the end of 2023 and the licensed versions of Clear Fear, Move Mood and Combined Minds are extended for another year through NHS North and East London CSU Trusts for Good Thinking. We are grateful to the Brothers Trust for their contribution to add further videos and change some of the content of Head Ed, the mental health literacy platform for secondary schools to meet PSHE accreditation, and for the essential additions to the Combined Minds app. stem4 are the only organisation to meet the requirements for embedding the Age Appropriate Design Code within the apps, ensuring the highest of technical standards.

All five apps are approved by the Organisation for the Review and Care of Health Apps (Orcha) the NHS regulator and the Calm Harm, Combined Minds and Move Mood app have met the criteria required to be on the Mind App Library. We continue to be grateful to Nominet's Reset project of which we are part of, and which continues to support the development and marketing of our digital products, primarily Head Ed, as well as funding the completion of the Clear Fear research project. We now have in-house cyber essential certification and in-house compliance expertise. Training for the in-house clinical safety team is kept up to date, as are all clinical safety requirements.

stem4 education: We were pleased to be back to being face to face in schools and colleges and have completed three student conferences covering over 400 students. Webinars to parents and carers have been increasingly popular with the Parent Mental Health Day webinar attracting over 1000 applicants. A webinar was also held on boys and young men's mental health for Movember attracting several hundred attendees. stem4's latest offering, 'Understanding Teen Minds' podcasts for primary care health professionals is proving to be very popular.

stem4 campaigns: stem4 have benefitted from having a Youth Coordinator who has established a Youth Forum and embedded the youth voice into all that the charity does. Youth Mental Health Day is now a national and international campaign and has grown a large social media presence as well as a youth presence with many schools, colleges, some universities, government institutions, public health, trusts, and MPs participating. This is also true of Parent Mental Health Day.
stem4 survey data continues to be promoted on national media and national campaigns and informs government think tanks and policy.

The annual strategy planning meeting reviewed the growth plans for the charity and the emphasis that needed to be placed on sustainable funding streams. It was decided that the commercial arm of the charity needed to be strengthened in the light of the reduction of individual fundraisers and corporate donations. It was decided that the Director of Development would continue to develop the growth plans of the charity through grant applications, whilst a business development manager would focus on commercialising existing and new products, as well as seek commercial funding through new sources. In addition, there was considerable interest in the funding of two of the stem4's apps in the US which would also be potentially scoped through stem4 Wellbeing CIC. Under the guidance of the commercialisation of existing products plan, it was also decided to scope an app charging trial for Calm Harm internationally. All app offers remain free in the UK. Overall, there was an agreement on generating funds that needed to support 'business as usual' together with funds to market existing products rather than to apply for new projects, except for completing the resilience platform (Bounce not Break) Phase 1 of which is complete with a pilot underway.

The charity held an AGM in the year confirming the re-appointing of Azets as accountants to perform the charity's independent review.

Public Benefit Statement
The Trustees have referred to the guidance contained in the Charity Commissioners general guidance on public benefit when reviewing the charity's aims and objectives and in planning stem4's future activities. How planned activities contribute to stem4's charitable purpose is kept at the forefront of this planning.

Financial review

Any review must acknowledge that the global pandemic which shook the world economy has been further impacted by the financial, energy and cost of living crisis. The financial climate for charities has been extremely challenging, directly impacting on donations and fundraising initiatives. The steady increase in donations since the charity was established has, for the first time, seen a drop in income specifically from individual, corporate and grant applications. Our focus has been to regroup and plan business and commercial strategy of existing products.

The charity's income decreased by £144,828 for the year to 30 September 2023 to £404,411 This reflects a nationwide decrease of diminishing individual and corporate donations as a consequence of reducing disposable incomes, stringent budgets, hybrid working and excessing competition for the same pot of funding.

Donations in the year were gratefully received from individuals, schools, corporates, trusts, and local community groups. License and some grant funding has helped drive the development and market penetration of the stem4 digital products. In addition, the charity continued to generate new funding from contracts providing customised versions of their apps to service providers.

Reserves policy

The trustees aim to maintain a sufficient level of free reserves in unrestricted funds to safeguard the organisation, protect options for future development and to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community
- To ensure that delays in the receipt of expected income does not interrupt services or cause serious financial difficulty for the charity; and
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

The trustees review reserves at least quarterly and the policy threshold annually to ensure that there are sufficient funds to maintain the charity's financial stability and ongoing development. The current policy approved in June 2022 requires target free reserves to be maintained to cover 3-6 months' unrestricted operational expenditure. The trustees consider this to be the best way of furthering the charity's objectives. After making allowance for any restricted funds, and funds designated by trustees, the charity's free surplus/(deficit) at 30 September 2023 were £1,018 (2022: £176,198). This reduction in free reserves highlights the importance of our prudent policy, enabling the charity to weather the harsher economic climate. The trustees are aware that free reserves need to increase to return to the charity's policy, with improvements seen post-year end.

Our work meets essential need and we have to continue to explore ways to continue to provide for this important work. Given the challenging economic outlook and the current fundraising environment, we remain focussed on investing in a long-term income raising strategy, including monetising existing products, which we see as a key to our success. Additionally, we are seeking partnerships with long-term funders to create stability in these uncertain economic times, which has already seen success post-year end.

The trustees see it as imperative that as we navigate through uncertain times, we remain vigilant and forward thinking. This includes being open to reassessing our core expenses and exploring potential redundancies as a strategic measure to ensure the resilience and sustainability of our operations amidst challenging circumstances.

Fundraising Practices

In all our fundraising, we follow the highest standards and best practices. We offer to keep supporters up to date on how their gifts are being used so each supporter can control their contact preferences. We never sell our supporter data.

Our fundraising activities are led by the Director of Development, who is responsible for registering us with the Fundraising Regulator and that all fundraising practices follow the standards of the Fundraising Code. We do not work with professional fundraising agencies and ensure we are always compliant with best practice and that our fundraising is transparent, honest, and non-intrusive.

Risk management
The trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems, policies, and procedures to manage them at every trustee meeting. Our risk register records and analyses the primary areas of risk and impact of our operational and financial activities as well as relevant changes in the external environment. Each risk item is scored on a RAG (Red, Amber, Green) system. This permits risk to be ranked by priority. Ownership of risk is assigned to a member of the trustee team.

These policies and procedures include internal controls for safeguarding the charity's assets and include assurance against any information that could have a negative impact on stem4. Insurance cover is reviewed regularly including cyber insurance.

Our key risks at the end of this period include:

- Safeguarding those we support and our staff. Our Dedicated Safeguarding Officer works alongside the safeguarding trustee to undertake and review the responsibility and breadth of the work and follow regular mandatory training. Annual safeguarding training is mandatory to everyone in the organisation. Senior leadership members have also completed safer recruitment training.

- Data and Cybersecurity management. Risks continue to be monitored according to government and sector guidelines. We have appointed a Data Compliance lead and have completed Cyber Essentials Certification and Cybersecurity and data protection training We follow GDPR guidelines, have completed the Age Appropriate Design Code accreditation which includes annual refreshers for all staff and volunteers. Systems, policies, and procedures and regularly reviewed and a data privacy culture is embedded in all projects and stem4 offers.

- Financial uncertainty affecting stability and growth. Management accounts are reviewed quarterly by the trustees and monthly finance meetings are set up between the Finance Manager, Finance Trustee, Director of Development and CEO to review economic forecasting and to plan draw down of designated funds to continue to try and meet rising demand. There will also be a further weekly meeting between the CEO, Director of Development and Business Development Manager from mid-September.

- Ensuring infrastructure is in place for sustainable growth. This year has seen significant changes to the organisational infrastructure to ensure robust operational practice and transformational change. This includes employing a director of development, business development manager, sessional specialist digital/ clinical support, sessional PR support and sessional human resource support.

- Ensuring our digital products meet all compliance needs. To ensure our products are sound requires ongoing investment and we need to ring-fence and source funding to ensure these needs are met, for example, tech stack updates which otherwise pose vulnerability risks.

Plans for future periods

Our major focus is to continue to support more young people, change more lives and make further impact. To do this the charity aims to continue to consolidate, develop, and expand core work. This will include developing further links with schools, colleges, universities, and other educational institutions. We will increase our target of supporting a minimum of 100,000 young people per year. to 150,000 per year. Focus will be to widen our educational remit through the Head Ed digital programme together with meeting PSHE accreditation so that it can be used in even further schools and colleges by educators and by continuing to provide both online and face-to-face mental health literacy via real life conference and training programmes to our various audiences – students, parents and carers, teachers, health care professionals. We will continue to evaluate our impact, as well as provide efficacy data on existing digital products, and explore the opportunity of extending license uptake including to new stakeholders and monitor the International charging trial and model whether this is extended. We will also follow through with continuing to offer clinical safety and effectiveness to the highest standards through following ongoing developments in digital safety and aim to seek to develop ongoing collaborative work with statutory providers in health and education.

We anticipate the need for significant support and rehabilitation work to help children and young people's mental health recover now not only post pandemic but also affected by a variety of social determinants and are preparing to assess need and provide support for emerging conditions, such as for example, emotionally based school avoidance and use of our existing apps, especially in the light of traditional resources such as the NHS being further stretched. In addition, online harms and their impact is a rising concern, with the recent Online Harms Safety Bill focussing on the ned to support mental health of young people as they interact online. Given the high level of clinical expertise within the organisation in this area, there is a significant role in exploring how we can start to focus on the crisis in young people's mental health and deliver effective and affordable solutions. To do this we will make new partnerships, starting with potential governmental ones, starting with an Ofcom grant for media literacy. We will continue to work co-collaboratively to co-produce our resources. We know that young people trust us and value our offers and, in a world, where disinformation and misinformation is rife, we provide a clinically sound, trusted resource base which we must continue to develop.

We will continue to aim to specifically extend reach and market penetration of existing resources with a goal to reach a 150,000 of our audience annually. To do this we will expand the age ranges we work with including universities and the upper end of junior schools as well as different population groups, especially those most vulnerable and who lack access to high quality mental health support such as young people in care and care leavers and create license partnerships in the North of the country where access to specialist services in even more stretched.

We will focus further on our marketing, digital marketing and social media and communication strategies and explore more opportunities in areas where our app downloads are high. We will continue to be the hosts of National Youth Mental Health Day and National Parents and Carer Mental Health Day annually as well as release at least one national research surveys per year.

The work we do is life-changing and lifesaving and we want to be able to continue our digital delivery since this is far reaching.

In addition to mental ill health, we will have further clear focus on enhancing and developing well-being and resilience and will develop a clear recovery plan to help support the growth of positive mental health in the communities we work with. This will include a focus through both the charity and the CIC on B2B marketing of wellbeing products and the marketing of our apps abroad.

The charity will continue to be compliant with data change regulations and update all relevant policies as required. This will include relevant training on new emerging digital trends and updates on data protection, GDPR and cybersecurity.

The charity has taken steps to provide safeguarding training to all stem4 members including trustees and ambassadors, as well as review and agree on safeguarding protocols and procedures. There is a clear digital safeguarding policy, a safeguarding log, a risk matrix and log, a trustee with safeguarding responsibility and the designated safeguarding lead (DSL) who receives ongoing training and supervision from a specialist safeguarding consultant, a risk/compliance trust who attends the risk meetings with the operational team and feedback at trustee level. A commitment to an annual safeguarding training programme, Prevent Training with regards extremism and radicalisation and Diversity, Inclusion and Equity training has also been made. The charity has an undertaking to provide ongoing training in clinical safety management to named member of the digital team, to have an internal clinical safety officer who is a clinician; data protection and compliance officer as well as agreed clinical risk management protocols and procedures validated by an NHS approved body.

We will continue to invest in highly talented people to provide a solid infrastructure whilst also recognising and valuing those who form the stem4 operational team. We welcome and support diversity.

Our next phase will be to invest in a sustainable income planning stream and focus less on reliance on fundraising initiatives. To do this we will continue to pilot and test impact of our existing products, and review and analyse investment in new areas.

We want to help young people advocate how they experience the world and the challenges they want help with overcoming. We will use our experience and expertise in this area together with exploring opportunities where we can use our survey and research data to inform impactful policy and opportunities for relevant, informed, and innovative development and explore partnership working where there may be opportunity to do so.

Structure, governance and management

The Trust is a registered charity (number 1144506) and a limited company (number 07779151). The charity was established through active fundraising and seeks to continue the charitable work through the careful stewardship of fundraised resources.

The governing document is the Articles of Association which were updated in line with the Companies Act 2006.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The only members during the year were the

TRUSTEES REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr N S Krause
Mr F J Ranero
Mr A G Sales
Ms D V Ward
Ms S E Wiseman
Dr A Murphy (Resigned 20 February 2024)
Mr S Girgin

Under its Articles of Association, the charity can appoint new trustees and re-elect existing trustees. At each annual general meeting, one third of the existing trustees who have been longest in the office since their last appointment must retire by rotation and are required to be replaced by new trustee appointments. Trustees who are up for retirement can be recommended for re-election by the other trustees at each annual general meeting. The Articles of Association provides for a minimum of 3 trustees, subject to no maximum limit. Without prejudice to the trustee rotation process, new trustees may be appointed at any time by way of an ordinary resolution of the trustees during a general meeting. We endeavour to recruit trustees based on a trustee skills audit, commitment to the well-being of the mental health of young people, diversity of experience, expertise and perspectives in our decision making and oversight.

At the quarterly trustees' meetings, the trustees agree the broad strategy and areas of activity for the Charity, including consideration of service development, investment, reserves and risk management policies and performance. The specifics of service development, delivery and outcome evaluation are led by the Chairman and CEO.

The trustees formally approved arrangements complying with the ICSA guide 'Recruitment, Appointment, and Induction of Charity Trustees'. The trustees have also developed a code of conduct for stem4 trustees, including formal statements of roles and responsibilities and provision for trustee training. The final decision about the selection of new trustees and committee members is a matter for the trustees.

On appointment new trustees sign a model trustee declaration statement committing them to giving their time and expertise. The induction process has been changed to follow the ICSA good practice guide with a formal induction programme for any newly appointed trustee which includes an initial meeting with the Chair and trustees; this includes discussion of the powers and responsibilities of the trustee board and the committee. The welcome pack includes a brief history of the charity, trustee board and committee minutes, a copy of the annual report and accounts, a copy of the governing trust deed and a copy of the Charity Commission's guidance 'The Essential Trustee: What You Need to Know' and 'Charities and Public Benefit'. Trustees need an annual Disclosure and Barring Service (DBS) documentation, complete annual safeguarding and Prevent Training.

All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in a note to the accounts. Trustees are required to disclose all relevant interests and register them with the Chief Executive/Chair and in accordance with the Trust's policy, withdraw from decisions where a conflict of interest arises.

Chair/CEO role overlap management:
The Chair and CEO is Dr Nihara Krause. She does not receive any renumeration for her roles and has remained throughout her leadership a volunteer to the charity. To maintain governance to the highest standards the trustees have a separate quarterly governance meeting without the Chair to have oversight that the Chair acts in accordance with the charity's governance procedures and constitutions and that there is transparency between the regulatory role of Chair and operational role of CEO. In addition, the Director of Development meets monthly with the Finance Trustee to ensure operational management by the CEO meets strategic objectives and planning.

Membership
The charity is a member of the Merton Voluntary Sector (MVS). The MVS provides helpful information on good practice, changes in the law affecting charities and acts as an authoritative lobby on behalf of the charitable foundations with the government and regulators for voluntary organisations based in Merton.

Management and Staff
The board of trustees is responsible for the strategic direction of the charity, including approving the annual plan and budget. The Board monitors risk and progress against plans and budgets and make decisions about the appointment of trustees and senior staff. The charity ensures all staff are paid appropriately according to the nature of the work and experience, knowledge and skills needed to carry out their job. We aim to renumerate at a median level, benchmarked against the sector. stem4 is committed to ensuring pay and conditions of employment do not discriminate unlawfully and are free from bias. Under the guidance of the finance trustee, the charity also monitors charity sector and outside trends including any average earnings adjustments and ensures performance is reviewed and reported annually.

Stem4 Wellbeing CIC
Company Number 12945014
stem4 Wellbeing CIC is a wholly owned subsidiary of stem4, established to support the charity's mission and generate additional income through various trading activities with profits feeding back to the main charity. The company operates in compliance with relevant laws and regulations, ensuring its activities do not compromise the charity's objectives and public benefit status. It is not established or conducted for any private gain. The purpose of the company is to carry out trading activities that align with the charity's mission and values, generate sustainable income streams, especially if international business is established, minimise tax liability.

The CIC operates under the strategic objectives and oversight of the charity's board of trustees.

The Trustees report was approved by the Board of Trustees.

.....
Dr N S Krause

Date: 13th June 2024

STEM4

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The trustees, who are also the directors of stem4 for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity 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.

STEM4

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STEM4

I report to the trustees on my examination of the financial statements (which comprise the Statement of Financial Activities, Balance and related notes) of stem4 (the charity) for the year ended 30 September 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.

Debra Saunders
FCA
Azets Audit Services
Ashcombe Court
Woolsack Way
Godalming
Surrey
GU7 1LQ
United Kingdom

Dated: 19 June 2024

STEM4

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Current financial year

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Income from:						
Donations and legacies	**3**	88,484	-	-	88,484	321,699
Charitable activities	**4**	95,191	-	217,800	312,991	227,043
Investments and bank interest	**5**	2,936	-	-	2,936	497
Total income		186,611	-	217,800	404,411	549,239
Expenditure on:						
Raising funds	**6**	(97,964)	-	-	(97,964)	(67,474)
Charitable activities	**7**	(316,902)	(52,624)	(195,434)	(564,960)	(418,109)
Total resources expended		(414,866)	(52,624)	(195,434)	(662,924)	(485,583)
Net (outgoing)/incoming resources before transfers		(228,255)	(52,624)	22,366	(258,513)	63,656
Gross transfers between funds		53,075	(56,858)	3,783	-	-
Net (expenditure)/income for the year/ Net movement in funds		(175,180)	(109,482)	26,149	(258,513)	63,656
Fund balances at 1 October 2022		176,198	146,858	65,167	388,223	324,567
Fund balances at 30 September 2023		1,018	37,376	91,316	129,710	388,223

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.

STEM4

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Prior financial year

	Notes	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:					
Donations and legacies	**3**	321,699	-	-	321,699
Charitable activities	**4**	57,443	-	169,600	227,043
Investments	**5**	497	-	-	497
Total income		379,639	-	169,600	549,239
Expenditure on:					
Raising funds	**6**	(67,474)	-	-	(67,474)
Charitable activities	**7**	(255,967)	20,000	(142,142)	(418,109)
Total resources expended		(323,441)	20,000	(142,142)	(485,583)
Net (outgoing)/incoming resources before transfers		56,198	(20,000)	27,458	63,656
Net (expenditure)/income for the year/ Net movement in funds		56,198	(20,000)	27,458	63,656
Fund balances at 1 October 2021		120,000	166,858	37,709	324,567
Fund balances at 30 September 2022		176,198	146,858	65,167	388,223

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.

STEM4

BALANCE SHEET

AS AT 30 SEPTEMBER 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**12**		6,475		6,362
Investments	**13**		100		100
			6,575		6,462
Current assets					
Debtors	**14**	98,868		77,006	
Cash at bank and in hand		86,023		362,913	
		184,891		439,919	
Creditors: amounts falling due within one year	**15**	(57,756)		(42,158)	
Net current assets			127,135		397,761
Total assets less current liabilities			133,710		404,223
Creditors: amounts falling due after more than one year	**16**		(4,000)		(16,000)
Net assets			129,710		388,223
Income funds					
Restricted funds	**15**		91,316		65,167
Unrestricted funds					
Designated funds	**19**	37,376		146,858	
General unrestricted funds		1,018		176,198	
			38,394		323,056
			129,710		388,223

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2023.

The director acknowledges his 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 ...13th June 2024

.....

Dr N S Krause
Trustee

Company Registration No. 07779151

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

1 Accounting policies

Charity information

Stem4 is a private company limited by guarantee incorporated in England and Wales. The registered office is 51 St Georges Road, Wimbledon, London, SW19 4EA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, 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) (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

These financial statements are prepared on the going concern basis. The trustees have a reasonable expectation that the charity will continue in operational existence for the foreseeable future.

The trustees are aware of certain material uncertainties, which may cause doubt on the charity's ability to continue as a going concern due to the uncertain economic climate. These uncertainties include the low level of unrestricted reserves at the year end and a reduction in working capital. The trustees are focused on mitigating these issues and creating financial stability for the charity through lowering the cost base, increasing short-term income and pursuing long-term sustainable income generation which have all seen progress post-year end.

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.

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.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

1 Accounting policies **(Continued)**

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds includes of fundraising events and production of goods for resale.

Expenditure on charitable activities includes delivery of projects including provision of mental health education and development of software applications.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on the same basis.

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:

Office equipment	25% per annum, straight-line basis

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

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)**

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

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.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

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

	2023	2022
	£	£
Donations and gifts (all unrestricted)		
Donations received	72,271	308,818
Gift aid received	10,795	12,881
	88,484	321,699

4 Charitable activities

	2023	2022
	£	£
Analysis by fund - actvities for generating funds		
Unrestricted funds - general	95,191	57,443
Restricted funds	217,800	169,600
	312,991	227,043

5 Investments

	Unrestricted funds general 2023	Unrestricted funds general 2022
	£	£
Bank interest	2,936	497

6 Raising funds

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Fundraising and publicity		
Staging fundraising events	4,307	5,495
Other fundraising costs	2,015	4,493
Support costs	91,642	57,486
Fundraising and publicity	97,964	67,474

7 Charitable activities

	2023 £	**2022 £**
Charitable activities	173,428	149,875
Share of support costs (see note 8)	383,402	260,683
Share of governance costs (see note 8)	8,130	7,551
	564,960	418,109
Analysis by fund		
Unrestricted funds - general	316,902	255,967
Unrestricted funds - designated	52,624	20,000
Restricted funds	195,434	142,142
	564,960	418,109

8 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	303,324	-	303,324	206,663	-	206,663
Depreciation	3,126	-	3,126	5,139	-	5,139
Computer expenses	11,687	-	11,687	12,021	-	12,021
Telephone	1,378	-	1,378	1,761	-	1,761
Other support costs	97,815	-	97,815	43,888	-	43,888
Sundry expenses	450	-	450	1,326	-	1,326
Printing, stationery and postage	5,413	-	5,413	4,239	-	4,239
Travel and subsistence	458	-	458	146	-	146
Advertising	10,622	-	10,622	9,086	-	9,086
Insurance	2,124	-	2,124	1,960	-	1,960
Office rent costs	37,358	-	37,358	34,971	-	34,971
Other staff costs	1,289	-	1,289	(3,031)	-	(3,031)
Independent examination fees	-	3,000	3,000	-	2,880	2,880
Professional fees	-	3,906	3,906	-	2,233	2,233
Other governance costs	-	1,224	1,224	-	2,438	2,438
	475,044	8,130	483,174	318,169	7,551	325,720
Analysed between						
Fundraising	91,642	-	91,642	57,486	-	57,486
Charitable activities	383,402	8,130	391,532	260,683	7,551	268,234
	475,044	8,130	483,174	318,169	7,551	325,720

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the charity during the year and prior year.

10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Employees	11	8

10 Employees **(Continued)**

Employment costs	2023	2022
	£	£
Wages and salaries	275,650	191,396
Social security costs	22,384	11,367
Other pension costs	5,290	3,900
	303,324	206,663

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2021 - none).

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

11 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 Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Office equipment
	£
Cost	
At 1 October 2022	20,556
Additions	3,239
At 30 September 2023	23,795
Depreciation and impairment	
At 1 October 2022	14,194
Depreciation charged in the year	3,126
At 30 September 2023	17,320
Carrying amount	
At 30 September 2023	6,475
At 30 September 2022	6,362

13 Fixed asset investments

	Other investments £
Cost or valuation	
At 1 October 2022 & 30 September 2023	100
Carrying amount	
At 30 September 2023	100
At 30 September 2022	100

Other investments comprise:	Notes	2023 £	2022 £
Investments in subsidiaries	22	100	100

14 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	-	42,584
Amounts owed by subsidiary undertakings	5,418	-
Other debtors	7,800	17,921
Prepayments and accrued income	85,650	16,501
	98,868	77,006

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	21,728	8,145
Other creditors	7,128	5,833
Accruals and deferred income	28,900	28,180
	57,756	42,158

16 Creditors: amounts falling due after more than one year

	2023 £	2022 £
Accruals and deferred income	4,000	16,000

17 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £5,290 (2022 - £3,900). The year end liability in relation to defined contribution schemes was £610 (2022: £939).

18 Movement in Funds

Current year

		Movement in funds			
	Balance at 1 October 2022	Incoming resources	Resources expended	Transfers	Balance at 30 September 2023
	£	£	£	£	£
Restricted funds					
Co-operative	516	3,036	(3,410)		142
Head Ed (Big Give)	24,497	10,000	(31,277)	-	3,220
Nominet Reset Mental Health	10,976	40,000	(47,114)	-	3,862
National Institute for Health and Care Research	9,060	40,564	(52,152)	2,528	-
Wimbledon Community Fund	-	10,000	(4,500)	-	5,500
BNB	11,799	-	(13,379)	1,580	-
Tide Foundation	8,319	-	(8,368)	49	-
Combined Minds	-	40,000	(22,378)	-	17,622
Ofcom	-	74,200	(13,230)	-	60,970
Total restricted funds	65,167	217,800	(195,434)	3,783	91,316
Unrestricted funds					
Designated funds:					
Digital Projects Fund	106,858	-	-	(106,858)	-
Organisational Growth Fund	40,000	-	-	(40,000)	-
BNB	-	-	(52,624)	90,000	37,376
Total designated funds	146,858	-	(52,624)	(56,858)	37,376
General fund	176,198	186,611	(414,866)	53,075	1,018
Total unrestricted funds	323,056	186,611	(467,490)	(3,783)	38,394
Total funds	388,223	404,411	(662,924)	-	129,710

18 Movement in Funds **(Continued)**

Restricted funds

The Generations Foundation relates to funding provided for office rent.

The Co-Operative relates to the funding of telephone kiosks for mental health 'hubs'.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

Head Ed relates to work in relation to the HeadEd programme which contains videos and modules around eating disorders.

Nominet Reset Mental Health relates to funding awarded to drive digital capacity, marketing outreach, and impact study to reach even more young people and drive sustainability.

National Institute for Health and Care Research is for funding aimed at improving the eating disorder app named Worth Warrior.

BNB relates to funding for a new digital development focusing on building resilience and supporting wellbeing.

Tides Foundation relates to funding aimed at mental health support costs.

Combined Minds relates to an app for parents, carers and friends who are supporting a young person with a mental ill health condition.

OfCom relates to a new media literacy and mental health course.

Designated Funds

Digital Projects relates to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools.

Organisational Growth relates to the onboarding additional staff as the charity continues to grow.

These funds expect to be expended in the next 12 months.

18 Movement in Funds (Continued)

Prior year

		Movement in funds		
	Balance at 1 October 2021	Incoming resources	Resources expended	Balance at 30 September 2022
	£	£	£	£
Generations Foundation	4,807	-	(4,807)	-
Co-operative	-	516	-	516
Leeds Calm Harm	2,820	-	(2,820)	-
Head Ed (Big Give)	-	27,501	(3,004)	24,497
Nominet Reset Mental Health	21,802	20,000	(30,826)	10,976
National Institute for Health and Care Research	-	109,429	(100,369)	9,060
BNB	8,280	3,619	(100)	11,799
Tide Foundation	-	8,535	(216)	8,319
Total Restricted Funds	37,709	169,600	(142,142)	65,167
Unrestricted funds				
Designated funds:				
Digital Project Fund	116,858	-	(10,000)	106,858
Organisational Growth Fund	50,000	-	(10,000)	40,000
Total designated funds	166,858	-	20,000	146,858
General fund	120,000	379,639	(323,441)	176,198
Total unrestricted funds	286,858	379,639	(343,441)	323,056
Total funds	324,567	549,239	(485,583)	388,223

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds			
	Balance at 1 October 2022	Incoming resources	Resources expended	Transfers	Balance at 30 September 2023
	£	£	£	£	£
Digital Projects Fund	106,858	-	-	(106,858)	-
Organisational Growth Fund	40,000	-	-	(40,000)	-
BNB	-	-	(52,624)	90,000	37,376
	146,858	-	(52,624)	(56,858)	37,376

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

20 Analysis of net assets between funds

	Unrestricted funds 2023 £	**Designated funds 2023 £**	**Restricted funds 2023 £**	**Total 2023 £**	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 30 September 2023 are represented by:								
Tangible assets	6,475	-	-	6,475	6,362	-	-	6,362
Investments	100	-	-	100	100	-	-	100
Current assets/(liabilities)	(1,557)	37,376	91,316	127,135	185,736	146,858	65,167	397,761
Long term liabilities	(4,000)	-	-	(4,000)	(16,000)	-	-	(16,000)
	1,018	37,376	91,316	129,710	176,198	146,858	65,167	388,223

21 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	-	13,000

22 Subsidiaries

Details of the charity's subsidiaries at 30 September 2023 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
stem4 wellbeing CIC	England and Wales	Community Interest Company	Ordinary Shares	100.00	

stem4 wellbeing CIC donates all of its income to stem4 and was incorporated on 12 October 2020.

supporting teenage mental health
stem4, 51 St George's Rd, Wimbledon, SW19 4EA
Registered Charity No. 1144506
Company Registration No. 07779151
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STEM4

England & Wales - Charity number 1144506

Accounts

stem4

supporting teenage mental health

Registered Charity no. 1144506

Company Registration No. 0779151

ANNUAL REPORT & ACCOUNTS

YEAR TO 30 SEPTEMBER 2022

stem4 wellbeing

Company Registration No. 12945014

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CEO Introduction

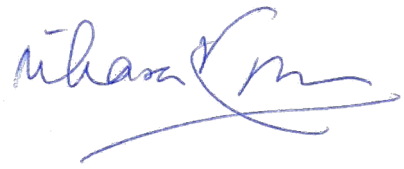
stem4's mission to support the mental health and wellbeing of young people has been at a peak in response to the demands young people have faced in a changing world. We have responded to these growing needs in multiple ways, from increasing our digital offers, to extending our conference and webinar programmes, creatively reaching out to new audiences, and identifying and campaigning for change.

Listening to our audiences is at the heart of everything we do and one of our proud achievements this year has been the formation of our Youth Advisory Group—to not only help co-produce with us at all levels in what we do, but also enable us to promote the youth voice. Parents and carers continue to be the most significant source of support for young people, especially with the lack of access to health and social care services. Our parent/carer webinars and resources have been exceptionally well received and we will continue to dedicate time and effort to developing our work with them. Reaching young audiences via educators and primary care providers through our Head Ed programme and the new Understanding Teen Minds podcast continues to be fruitful as well.

We are now home to both Youth Mental Health Day and Parent Mental Health Day, both of which we are proud to say have considerable national and international audiences.

I am most thankful to the amazing stem4 Team and Trustees who always go the extra mile in all they do, to our partners, and all the many wonderful individuals and organisations who contribute so generously.

In an ever-changing world, we will continue to be responsive, caring, and impactful in what we do.



Dr Nihara Krause Founder and CEO stem4
Chief Clinical Officer/Consultant Clinical Psychologist

> "Parents and carers continue to be the most significant source of support for young people, especially with the lack of access to health and social care services.

stem4.org.uk

stem4's Mission and Values

Supporting Teenage Mental Health

Our Vision

To protect the mental health of Children and Young People, enabling them to live happy and healthy lives

Our Mission

To foster the development of good mental health in Children and Young People through enhancing early understanding and awareness by providing mental health literacy, shared early detection, and early digital intervention

Our Values

Informative
Clinically accurate, solution-focussed, and educational

Positive
A focus on strengths, resilience, and change

Friendly
Non-judgemental and relatable

Inclusive
We work together and put Young People at the heart of what we do

Responsive
We listen and act iteratively

Effective
We deliver change

Our Aims

Raise Early Awareness
By providing mental health education that encourages discussion and openness.

Help Young People to Stay Well
By providing a focus on resilience, wellbeing, and self-care.

Offer Choice
By providing access to information in multiple ways and to many audiences.

Focus on Early Intervention
By providing effective, evidence-based intervention and signposting to safe national resources.

Extend Reach and Access
By providing information digitally, as well as face to face.

Put Excellence at the Heart of What We Do
By listening and working with our different audiences, collaboration and partnership working, robust evaluation of outcomes, impact measurement, and maintaining a strong financial position.

The State of Children and Young People's Mental Health

In 2022, **18%** of children aged 7–16 and **22%** of young people aged 17–24 years had a probable mental disorder.*

1 in 8 (12.6%)

11–16 year old social media users reported that they had been bullied online.*

1 in 5 (19.9%)

7–16 year olds lived in households that experienced a reduction in household income in the past year.

In 7–10 year olds, nearly twice as many boys as girls

(20% vs 11%)

had a mental health difficulty, whereas in 17–24-year-olds this pattern was reversed, with much higher rates in young women than young men

(31% vs 13%).

Over **300,000** British young people used and downloaded stem4's library of mental health apps between October 2021 and September 2022.**

59% of the young people who downloaded stem4's library of apps between October 2021 and September 2022 were not accessing any form of professional help or treatment.**

*NHS Digital (2022) – **stem4 app analytics

Impact Review

Educating the Minds of the Future

One of stem4's guiding principles continues to be the belief that young people and those who support them (including parents, educators, and health professionals) have just as much right to an education about good mental health as they do good physical health. Our work is centred around sharing accurate information on how to recognise early warning signs, and provide effective strategies for how to deal with them. With young people experiencing multiple crises (from the pandemic, to ongoing wars, and the climate crisis), stem4's resources have been all the more important.

Empowering Hundreds of Classrooms with Mental Health Education

In March 2022, we were grateful to receive a grant from The Brothers Trust to help fund the expansion of Head Ed, stem4's secondary school mental health education programme. Head Ed is a comprehensive, free resource to equip teachers with the tools and plans needed to incorporate mental health education into the core PSHE curriculum, which is now a mandatory requirement. Using a combination of presentations, lesson plans, worksheets, and videos, it is invaluable in guiding teachers to support young people in a progressive, structured format. Full signposting is always present to support early identification and intervention of mental health concerns.

HEAD ED

With this grant, we have been able to begin work on expanding the resources offered in Head Ed, with an initial focus on creating 5 new modules, 8 supporting videos (including an Asking for Help video which will also sit on the stem4 website), and an Introductory Video to the Head Ed Programme.

We have since been back into schools to film new videos. Additionally, we have run our second survey of our 1,463 Head Ed Subscribers to help focus the development of Head Ed over the next year. As Head Ed is designed with teachers in mind, the survey feedback provides clear guidance on how we can continue to develop resources that make a difference. The feedback continues to be overwhelmingly positive, with 100% of teachers who completed the survey saying that they would recommend Head Ed to their colleagues and 100% of teachers rating Head Ed as good, very good, and excellent.

Head Ed in Numbers

1,584

subscribers by the end of September 2022 with

637

of those gained in the last year.

What teachers say:

> "Positive and open approaches to stress. Using Head Ed before the exams period helped our students.

What students say:

> "It helped me understand myself better. I didn't feel alone anymore.

stem4
supporting teenage mental health

St Teresa's Conference

stem4 was thrilled to host our first in-school student conference since pre-pandemic in 2019. We were joined by around 150 students from schools across Surrey and were impressed and encouraged by the enthusiasm and knowledge that the remarkable Year 9 students showed.

The students arrived to a warm welcome from the stem4 Team and, once lanyards were on, they could use their phones to access the conference webpage to find out all the details of the day, and access all the notes and resources. As well, students could download an assembly pack ready for them to use to open the conversation on mental health on their return to their respective schools.

The tables were pre-prepared with a conference folder filled with stem4 pens, badges, and wristbands, as well as activity sheets for each student to take away.

The day was jam-packed with clinical teaching, activities, and group work; each student was able to interact, vote, and give feedback during discussions using our Clikapad voting system. The importance of positive mental health and support was really brought to life when the students listened to the experiences of two stem4 Ambassadors.

We would love to thank our fantastic speakers Shad Ahmad and Rosie Day for sharing their inspiring stories and St Teresa's School, Effingham for their kind hospitality.

What teachers said:

> "It was fabulous and brilliant to be a part of! The Pupils had a great time and really felt motivated and inspired by the content and supportive atmosphere.

Early Digital Intervention

The Development of stem4's Latest Mental Health App

Towards the end of 2021, stem4 was awarded a grant from the National Institute for Health and Care Research (NIHR) to begin developing our latest app for young people: Worth Warrior. This new app will help to deal with the increased number of young people experiencing eating difficulties and body image issues after the pandemic.

Worth Warrior is a free app created for young people to manage negative body image, low self-worth, and related early-stage eating difficulties or disorders. It provides a range of helpful activities and information, based on the notion that eating and body-related issues can be helped through learning to challenge and change thoughts, emotions, behaviours, and body image issues underlying low self-worth.

By identifying these underlying factors, and monitoring them over time, users can also start identifying what their triggers and maintaining factors are and work towards making positive change.

As of September 2022, the iOS version of Worth Warrior is scheduled for an early October release (to coincide with World Mental Health Day on 10 October), with the Android version planned for the start of November (to coincide with Movember).

Alongside app development, we have begun a research trial to find out if the Worth Warrior app helps improve self-worth and reduce symptoms of early-stage eating disorders. We have recruited a handful of participants and look forward to continuing this research study until early 2023.

Revamping Our Existing Apps

In summer of 2021, we started on the first of our app upgrades, focusing on creating Calm Harm 'V2'.

Calm Harm has been given a new look and updated to the latest technology. We've listened to users and enhanced the app's functionality, adding the ability to make journal entries at any time and the option to select multiple reasons for your urge to self-harm after completing an activity. We've also updated and expanded the choice of activities based on user suggestions and added a streaks functionality to record the number of consecutive days a user has managed to overcome the urge to self-harm.

This revamped version of Calm Harm was released in late March 2022. As of September 2022, there have been over 260,000 downloads of Calm Harm since the release of its upgrade, with over 2.5 million total downloads of the app.

Creating a Resilience Platform for Young People

Bounce Not Break is stem4's new psychologically informed resilience and wellbeing education toolkit. It aims to build resilience in young people, which can help them overcome hardship and challenges as they respond to stress and adversity.

Preliminary scoping was undertaken to inform the project brief, both from technical requirements and key areas of deliverables. This will ensure adoption of the platform by organisations through a membership plan to schools in order to support a vital, sustainable funding stream for the charity.

Researching the Efficacy of Our Apps

We had 37 participants complete our Clear Fear Research Study to test whether the Clear Fear app helps reduce symptoms of anxiety. Analysis of the results is underway and will be published in 2023.

Collaborating to Extend the Reach of Our Apps

a) Good Thinking

Good Thinking is an online service that supports Londoners to look after their mental health wellbeing in a way that works for them. Since its launch in 2017, over 700,000 people have used this digital service to tackle anxiety, stress, low mood, sleep problems, and other concerns.

Available 24/7 on any device, free, and completely anonymous, Good Thinking provides a range of resources to help Londoners improve their mental wellbeing. stem4 is proud to have renewed licences for our Clear Fear, Combined Minds, and Move Mood apps with this platform, which is doing such a valuable job in supporting young Londoners mental health.

b) Leeds City Council

MindMate Leeds is the name for all the different ways children and young people in Leeds can get support with their mental health and wellbeing.

The MindMate website is an information hub for both professionals and young people in Leeds and includes (amongst other help) how young people can support their mental health through local services. stem4 is proud to have extended our licence with localised information, commissioned by Leeds Council, for self-harm support in the area.

c) Harry Holland

To coincide with Blue Monday 2022, we collaborated with Harry Holland to promote our Move Mood app. In an Instagram video, Harry spoke about how useful Move Mood can be in setting and achieving goals and your daily tasks.

On the same day as the promotion from Harry Holland on social media, there were 2,967 downloads of Move Mood. Total Move Mood downloads up until December 2021 had been 41,600, with 11,483 Move Mood downloads from October to December 2021. The downloads just from the 18 January equated to 26% of the total downloads from the previous quarter. We are grateful to Harry for his candid support of stem4 and the great impact it has had on getting our Move Mood app into the hands of those who need it.

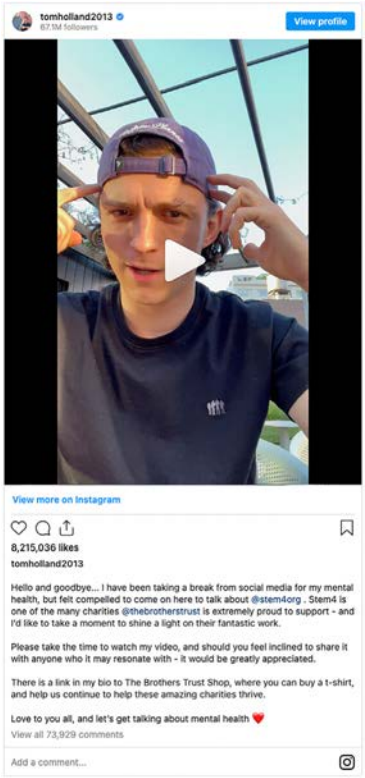
d) Tom Holland

In a video posted in August, 26-year-old actor Tom Holland announced he had taken a social media break. In his video, Tom said he felt compelled to come on [social media] to talk about stem4, one of the many charities The Brothers Trust is extremely proud to support. 'I'd like to take a moment to shine a light on their fantastic work … Love to you all, and let's get talking about mental health.'

Tom's incredible support boosted stem4's social media following by around 600%. There were 60,000 total app downloads, a 1,150% increase in total downloads compared to the previous period (Saturday 6—Wednesday, 10 August). All apps had significant increases in downloads, with the biggest increase being for Combined Minds which was 13,000+%.

Looking at traffic to all stem4 websites combined, we had almost 85,000 page views over that 5-day period (a 1,250% increase)—43,000+ of these page views were for the main stem4 site. On Sunday 14 (the day the video was posted), the main stem4 site received 16,000+ page views, which is a 12,000+% increase on the previous Sunday.

We are incredibly grateful to Tom for taking a few moments to record a video and talk authentically about the importance of protecting your mental health, that it's important to speak out even if it's difficult, and that there are alternatives (such as our evidence-based apps) that you can use to start the journey towards feeling better.



Best Healthcare App of the Year 2021

Health Tech Awards

stem4 is thrilled to have won Best Healthcare App of the Year for Calm Harm in the HTN Health Tech Awards 2021. It is brilliant to see continued recognition for our first app and, most importantly, to see how it is helping young people to 'ride the wave' of their urges to self harm.

Apps in Numbers

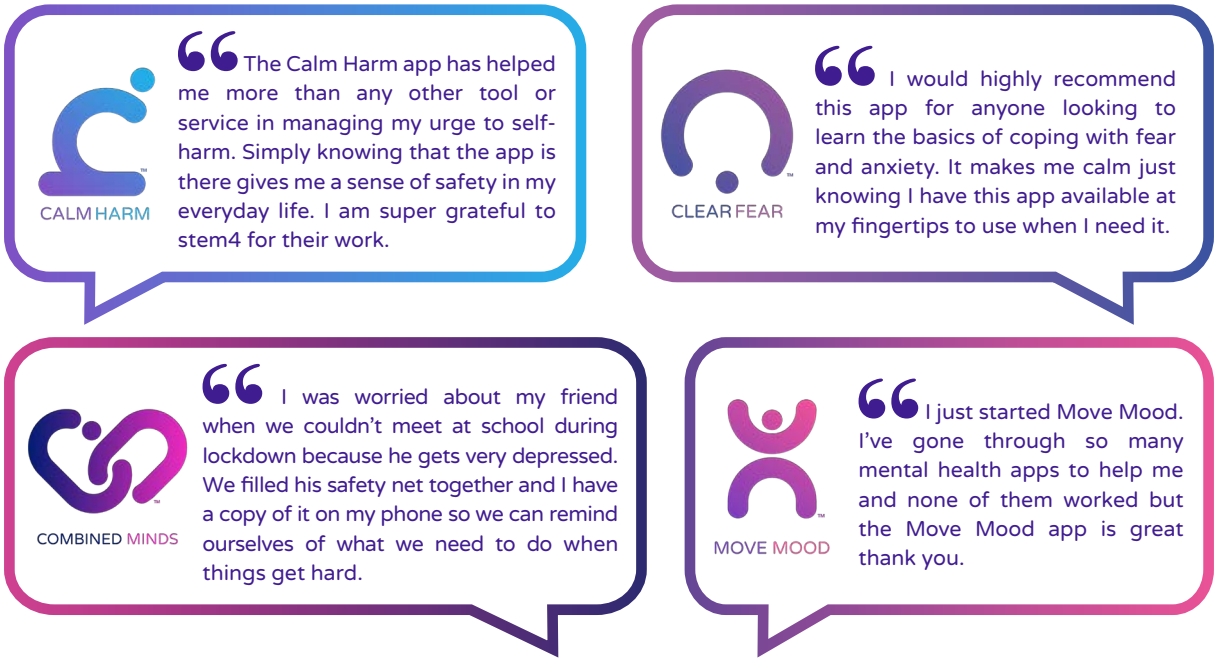
CALM HARM
2.5 million
total Calm Harm app downloads

CLEAR FEAR
700,000
total Clear Fear app downloads

COMBINED MINDS
60,000
total Combined Minds app downloads

MOVE MOOD
100,000
total downloads of Move Mood

Almost **3.5 million**
total downloads across all apps



New Initiatives and User Voice

stem4's work is all about raising early awareness and highlighting the importance of early intervention, all while being led by young people. Two ways we have worked towards this include establishing our brand new Youth Advisory Group and creating a brand new podcast hosted by Dr. Nihara Krause.

Youth Advisory Group

Young people are at the heart of everything stem4 does. From informing our app development, to guiding where we direct our resources, we strive to be youth-informed in what we do.

To enhance this, we set up a Youth Advisory Group. We began recruiting a small team of young people who care about the mental health of all young people and want to take an active role in collaborating with stem4 and embedding a youth voice and perspective in everything stem4 does. The initial specification included providing views on our digital products, website, resources, policies and procedures, new initiatives, and governance, and working with us to influence policy and practice.

We have already had two meetings with some of our Youth Advisory Group members and have been in awe of how dedicated and thoughtful the members have been. We look forward to recruiting a Youth Engagement Coordinator to manage this group and ensure this continues to be a fruitful endeavour, for both stem4 and the young people themselves.

Understanding Teen Minds, stem4's Mental Health Podcast

In April, we released the first episodes of our brand new mental health podcast, Understanding Teen Minds.

Understanding Teen Minds aims to provide insight into the world of teenage mental health, looking at everything from signs and symptoms to early intervention.

Drawing on the extensive knowledge and experience of stem4 founder, Consultant Clinical Psychologist Dr. Nihara, along with the evidence-based resources and apps provided by stem4, we hope our podcast will be a useful tool and support for health and education professionals, parents, and young people alike.

Though we have targeted our initial episodes at GPs, we hope to broaden our podcast approach to include parents and carers, educators, and young people as well. Since releasing our first 3 episodes, we have had over 140 listens and look forward to expanding our reach.

Highlighting the Need for Change & Campaigning with Impact

Mental health continues to rise on the public agenda, thanks to the longstanding work of charities and organisations like stem4. However, as the landscape young people operate in continues to evolve, it is important that stem4 not only continues to highlight the state of children and young people's mental health in the UK, but provides reasonable and positive steps forward.

Conducting Important Research

'Toxic masculinity' stopping boys seeking mental health support

As part of our Movember focus on boys' and young men's mental health, we surveyed 1,100 boys and young men, exploring their experiences with mental health. This stem4 survey found that fear of shame or feeling 'weak' is deterring many boys and young men from seeking help for mental health problems. The survey also showed that many do not receive support when they ask for it.

This informed our Movember approach where we focused on starting the conversation with boys and young men.

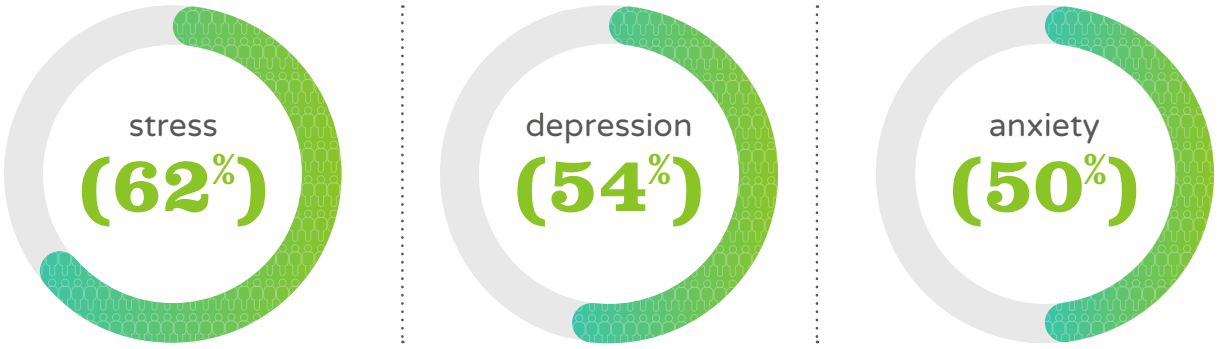
Four in ten parents have mental health difficulties, nearly 40% more than two years ago

Ahead of the first ever Parent Mental Health Day, we carried out a parent/carer survey which found that most parents and carers have little or no time to take care of their own mental health needs, leaving four in ten in mental health distress.

Nine in ten (86%) parents said the pandemic had left them feeling overwhelmed, unable to cope, and lacking balance in their life. Major factors were the effect of lockdowns and fears of more, the pressures of homeschooling (45%), fear of becoming ill (36%), work pressures and lack of work (29%), and financial difficulties (28%).

This set the stage for our Parent Mental Health Day theme #TiptheBalance where we focused on ways in which parents and carers can #TiptheBalance in their own lives and make sure they're not pouring from an empty cup.

The most common mental health problems were:

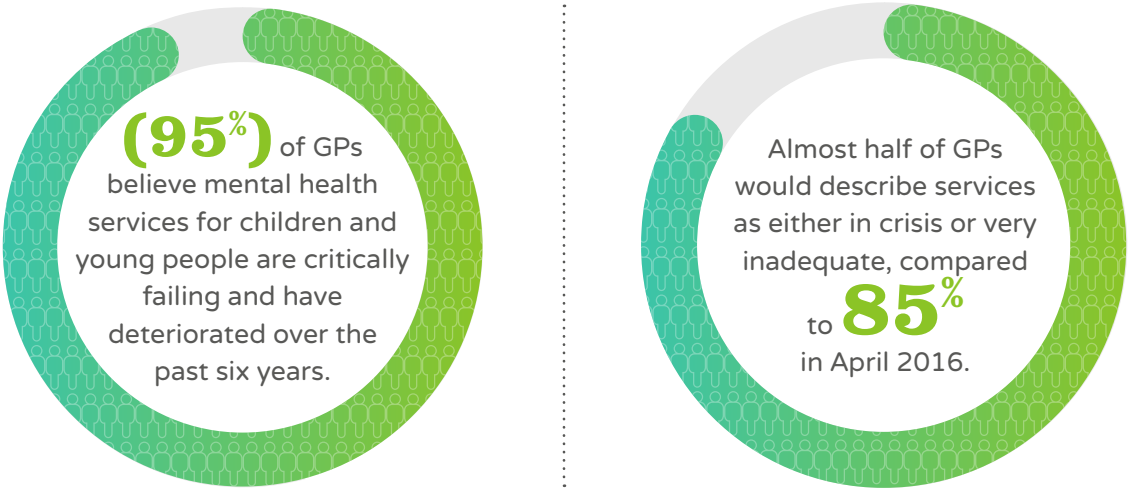


'A service in crisis', survey reveals GPs' concerns about mental health services for children and young people

In April 2022, we surveyed 1,001 GPs across the UK about mental health services for children and young people, with concerning results that services have deteriorated over the past six years.

Half of GPs (53%) said at least 6 in 10 referrals for anxiety, depression, a conduct disorder, and self-harm were routinely rejected by CAMHS as their symptoms were not deemed severe enough, as only the most at risk of harm are accepted for treatment.

stem4 has been tracking GPs views of NHS Child and Adolescent Mental Health Services (CAMHS) for the past six years. 2022 results show that:

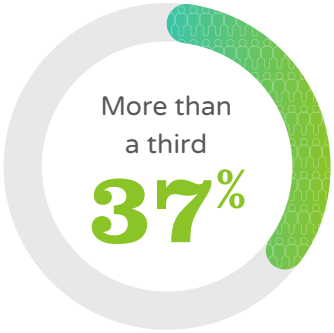


April 2022, survey of 1,000 GPs across the UK

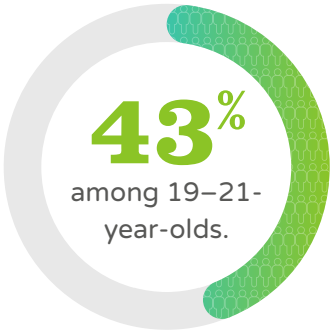
A third of teenagers claim they have been prescribed antidepressants

A lack of access to effective psychological therapies has led to over-prescription of antidepressants for children and young people. These were the alarming findings of a new stem4 survey.

In stem4's survey of 2,007 young people aged 12–21, one in four (42%) 12–18-year-olds said they were currently experiencing mental health difficulties such as depression, anxiety, eating disorders, and self-harming behaviours. Of that 42%, just over a quarter had been able to access some form of treatment.*



of 12–18-year-olds claimed to have been prescribed antidepressants to treat depression or other mental health conditions at some point during their short lives, rising to



*Young people's claims that a third have been prescribed antidepressants differ from NHS England prescribing data.

Three in ten young people say they can't quit or limit time on social media, even if it improves their physical and mental health

#ConnectMeaningfully

Following Tom Holland's video in support of stem4 where he announced his break from social media, we released some of the findings of Youth Mental Health Day survey early. These showed that young people were now three times more likely to connect with friends online than they were to meet up in person.

But lack of social connections in the real world, and pressure to look and behave a certain way online, had left half (50%) of young people saying they lacked social confidence and that anxiety and fear of rejection was holding them back from making new friends. Two thirds of young people said they went on social media every day to connect with friends

2 in 3
went online every day to meet with friends

1 in 3
met up with friends in person

These results helped to highlight the importance of focusing on how to #ConnectMeaningfully.

Survey reveals fall-out of COVID-19 on young people's social confidence and mental health

Following our press release on the impact of social media, we released new findings to mark Youth Mental Health Day 2022 itself. The results showed that young people reported feeling lonelier than ever, calling for tools and opportunities to help them develop their social confidence.

stem4
YOUTH MENTAL HEALTH DAY™
19th September

Nearly four in ten young people aged 12–21 said they had lost social confidence as a result of the pandemic, with many reporting feeling lonely and struggling with mental health issues. The far-reaching fallout of 'the pandemic' had left many (71%) young people struggling to maintain meaningful relationships.

stem4 Survey Data in Numbers

According to stem4's survey of 2,007 young people aged 12–21:

46%

Almost half of young people said they were currently experiencing mental health difficulties such as anxiety, depression, and self-harming behaviours.

44%

More than 2 in 5 said they felt lonely

45%

Almost half of young people said 'feeling anxious' would hold them back from making new friendships and connections. Exactly half overall said it was 'fear of rejection'.

66%

Two-thirds of young people said they would describe relationships with their friends as meaningful.

(37%)

Over a third of 12–18-year-olds claimed to have been prescribed antidepressants to treat depression or other mental health conditions at some point during their short lives.*

*Young people's claims that a third have been prescribed antidepressants differ from NHS England prescribing data.

Movember

Every year, the charity Movember devotes the month of November to raising awareness of issues affecting men's health and raising funds for projects that support these issues. In 2021, stem4 joined in this campaign for the first time and used this month to contribute to the conversation around men's mental health.

How we supported male mental health

- We created a booklet filled with discussion points to help everyone start a conversation around male mental health, whether they were a parent of a boy or young man, a friend, or a teacher.
- We created a parent/carer-specific booklet called Starting the Conversation which had tips for parents/carers in supporting boys' and young men's mental health, conversation starters, and signposts to further resources.
- As part of our first series of podcast episodes aimed at GPs, we released an episode called 'Eating Disorders in Boys and Young Men, for GPs'.
- We held a webinar for parents and carers where Dr. Nihara Krause was joined by stem4 Ambassador Shad Ahmad to discuss how we can support the mental health of boys and young men.

Youth Mental Health Day 2022

#YMHD

stem4
YOUTH MENTAL HEALTH DAY™
19th September

In September 2022, stem4 hosted its third national Youth Mental Health Day (YMHD) to encourage understanding and awareness of mental health in young people, enabling them to live happy and healthy lives all year round. Each year, the day aims to get young people, and those who support them, talking about how to improve mental health.

The theme for 2022 was #ConnectMeaningfully and the campaign focused on the importance of building and maintaining meaningful connections and relationships. YMHD 2022 invited young people across the country to reflect on how their relationships (with family, friends, classmates, teachers etc.) had changed over the last couple of years. Young people were asked to share how they could make genuine connections, and then foster positive relationships that support good mental health.

We initially had a brand new date of 19 September to allow for more schools to join in. However, this was postponed further to 22 September due to the funeral of HRH Queen Elizabeth II. Nevertheless, the day went ahead with substantial support (including from Place2Be, Safer London, Samaritans, and Mind) at a time when the importance of connecting meaningfully was particularly paramount.

YMHD in Numbers

43,000
views on the stem4 website in September (a 20% increase on the monthly average), and almost 10,000 on the dedicated YMHD webpage

YMHD 2022 saw a
180%
increase in page views to the website, compared to a typical day

The YMHD video had
20,000+
impressions on Twitter and
39,000+
views on Instagram

Parent Mental Health Day 2022

#PMHD

PARENT MENTAL HEALTH DAY™
27th January

In January 2022, stem4 launched its first ever Parent Mental Health Day (PMHD). PMHD 2022 shone a light on the unsung heroes who had parented under changed circumstances throughout the pandemic, but now needed some focus on themselves. As the pandemic continued for far longer than anticipated, with constant challenge and strain causing inevitable exhaustion, #PMHD 2022 focused on practical ways parents and carers could regain equilibrium in their lives and #TiptheBalance towards positive mental health.

We created a Balance Pack for parents and carers to help them #TiptheBalance to positive, both at work and home. We also held a webinar where we were joined by Parenting Mental Health founder Suzanne Alderson to discuss how parents and carers can look after their mental health and work to regain equilibrium.

PMHD in Numbers

42,000
views on the stem4 website in January 2022, and 6,750 on the dedicated PMHD webpage

119
webinar attendees

98%
of attendees said that they found the speakers engaging

95%
said that the webinar helped them to be more informed about parent mental health

stem4 Impact Figures

15,000+
views of the stem4 resources page

420+
people attending stem4 webinars

690,000+
app downloads

CALM HARM	CLEAR FEAR	COMBINED MINDS	MOVE MOOD
477,000+	129,000+	21,000+	66,000+

YMHD

4,000+
page views on YMHD itself (≈180% higher than a typical weekday)

2,200+
downloads of YMHD resources

PMHD

On LinkedIn, stem4 had a

1,380%
increase in page visitors & a

567%
increase in page followers*

1,700%
increase in reach on stem4's Facebook page**

1,000,000+
page views of stem4 websites (incl. app websites)

*on PMHD itself compared to the day before – **in the week of PMHD – All figures calculated for the reporting period.

Awards

Best Mental Health Charity 2022

Global Health and Pharma: Healthcare and Pharmaceutical Awards

As a brand, GHP takes pride in awarding businesses and professionals who have gone above and beyond to play a pivotal role within this ever-evolving sector. The awards programme continues to acknowledge leading pioneers and technology developers across the globe. This awards programme truly demonstrates the strength of individuals and businesses as they make huge differences to the people around them.

Charity of the Year (small) 2022

Third Sector Awards

This prestigious award goes to the charity or voluntary sector organisation that has had a truly exceptional year and whose recent achievements have attracted the admiration of the sector.

The judges described stem4 as 'Packing a lot of punch for a small charity—a strong impact developed through strong relationships.'

Charity Chief Executive Officer (Dr. Nihara Krause)

Third Sector Awards

This accolade is awarded to the chief executive who has made an outstanding contribution to their organisation, or the wider sector, over the past year.

The judges highlighted 'Dr. Krause is doing some amazing work. To create this much good, voluntarily, on top of your day job, is extraordinary.'

How You Got Involved

Though many charities have been affected by the cost of living crisis, we are grateful to each of our fundraisers and volunteers for enabling us to continue providing vital resources that support teenage mental health.

Wishing Tree

Following the success of the stem4 Wishing Trees started by volunteers Ali Love and Julie Lenon in 2020, the stem4 Team and our volunteers headed back to Wimbledon Common in December 2021 to spread some festive cheer. By making a donation, visitors were able to write a message on a tagged bauble and hang it on the fir trees. stem4 raised almost £4,000, enjoyed some wonderful conversations with parkgoers about the importance of supporting positive mental health in young people, and spread positivity and festivity in the lead up to Christmas

Throughout the year there have been countless amazing individuals who have taken on challenges to support and fundraise for stem4—from hockey club fundraisers to rowathons, off road cycling from Exeter to Eastbourne to cycling the length of Spain, and even a Great Norse run. We are thankful for each and every fundraiser and volunteer who chose to support teenage mental health with stem4 in 2021/2022.

Across the Atlantic in 51 Days and £152,000 Raised for Youth Mental Health

In the early hours of February 2, 2022, Tim Harris and Simon Calver arrived in Antigua after rowing across the Atlantic as part of the Talisker Whisky Atlantic Challenge. The duo (Team MINDCRAFT) completed the 3,000 nautical mile row in just 51 days 14 hours and 43 minutes. After being confined to a small space in their Rannoch25, enduring a two hour on/off pattern of row/sleep, and facing waves of up to 40ft, the pair are now official ocean rowers.

"We were drawn to stem4 by their 'positive' mental health message and clever use of apps to engage with teenagers. It's also a super friendly, driven and passionate team. We were honoured to be able to help.

– Tim Harris, Atlantic Rower

Tim and Simon chose to undertake this challenge in support of stem4 as they were determined to support the promotion of positive mental health to enable young people to achieve happy, healthy, and fulfilling futures—they have raised a staggering £152,000. Everyone at stem4 would like to extend a massive congratulations to the pair for completing the challenge, and a huge thank you for the astounding amount raised.

Challenge Events

Throughout the year, our supporters took on a variety of challenge events (such as RideLondon-Essex 100 and The Big Half) to help raise vital funds for stem4 and teenage mental health. stem4 is an avid proponent of building resilience, and everyone who took part in any kind of challenge event is a testament to how important and powerful resilience is.

Creating and Fostering Partnerships

It is important to stem4, as a growing organisation, to make new connections with other organisations, groups and individuals that share our vision.

Corporate Partnerships

Peel Hunt

stem4's charity partnership with Peel Hunt began in July 2021, with an Olympic themed event. A sponsored London to Paris cycle ride was a highlight of the year with many staff taking part and raising a very significant sum. From bake sales to an exercise bike challenge and pancake day celebrations, the team has had great fun getting involved.

Peel Hunt is a specialist investment bank with highly rated, sector-aligned Research, Sales and Investment Banking teams, with a current retained corporate client list of around 150 listed companies, over 1,200 institutions who have signed up to receive its research, and a trading platform that makes markets in around 3,500 equity and fixed income products.

stem4 looks forward to following and supporting Peel Hunt's exciting events and activities through this partnership.

> "stem4 was voted for by our employees. I believe this was because i) both organisations share similar values; ii) mental health is an area that affected so many people post pandemic and Peel Hunt employees were keen to be educated further and to help others; iii) employees wanted to help a smaller charity where our fundraising could really make a difference. Since our partnership began in 2021, it has been a pleasure to work collaboratively with Caroline and her team in getting our employees taking part in challenge events including a team cycling from London to Paris and numerous office fundraising events. When our partnership ends we will miss our brainstorming fundraising idea sessions.
>
> Rachelle Cornel, Director of Marketing and Communications, Peel Hunt

JDE

The charity intern team from JDE have started the partnership off with some fantastic ideas and amazing enthusiasm. A group of 10 students on their placement year, their aim is to take this opportunity to make a difference. Over the course of the year, they will be hosting events to raise donations for and the profile of stem4 as they recognise the increasing prevalence of mental health concerns. We have loved watching their journey to date with lots more to come.

Fostering Fruitful Corporate Partnerships

This year, stem4 has been grateful for the many corporate partners, small and large, who have committed to supporting teenage mental health as part of their Corporate Social Responsibility (CSR) initiatives. From local teams to the international sector, we welcome their enthusiasm, generosity, and interest in stem4.

Trusts and Foundations

stem4 continues to strengthen its success from support by trusts and foundations to fund expanding project delivery and meeting core needs. We are committed to strengthening our donor cultivation, stewardship, and communication plan and have a robust pipeline of funding opportunities to support continued growth. We are especially grateful to have (had) support from the following trusts and foundations:

TK Maxx and Homesense Foundation

The Brothers Trust

Edgar Lawley Foundation

Comic Relief

NOMINET UK

Generations Foundation

Capital Group

The Iliffe Family Charitable Trust

Wilson Family Trust

Ernst & Young Foundation

Vascroft

stem4's Strategic Objectives

Consolidating, Developing, and Expanding Core Work

Our actions will:

- increase our digital resources, including staff and expertise.
- ensure clinical safety continues to be met and all compliance procedures continue to be followed.
- promote youth engagement and views through setting up a youth committee.
- measure the effectiveness of each app and the education programme.
- measure the effectiveness of COVID-19 resources and adaptations.
- adapt existing apps to further support COVID-19 impact.

Focusing on All Our Audiences—Young People, Their Parents and Carers, Schools and Health Professionals, and Especially the Most Vulnerable

Our actions will:

- develop new ways of ensuring our audiences receive the care and help they need.
- ensure decision makers, schools, health commissioners, and professionals better understand how to support these vulnerable groups.
- work with parents in the care and development of their young person's mental health and wellbeing, including working parents.
- explore new ways to involve and reach BAME, LGBTQ+ communities, and other minority communities with high mental health needs.
- focus on diversity and inclusion (content, data, and products).

Focusing on Enhancing Mental Wellbeing

Our actions will:

- promote self-care of mental health and enhance peer-to-peer support in young people.
- develop links with schools to establish early protective factors and resilience tools.
- develop digital tools to help increase wellbeing.
- create national campaigns on enhancing resilience and wellbeing, such as Youth Mental Health Day.

Capacity Building through Considering a Business Arm to the Charity in Order to Increase Resource

Our actions will:

- provide clever growth of the organisation.
- develop a business arm to support growth.
- get resourcing right in order to increase organisational capacity.
- monetise current opportunities.
- demonstrate impact.

Extending Reach and Market Penetration of Existing Products

Our actions will:

- extend our reach beyond 100,000 young people per year.
- focus on our marketing resources and strategy to help us deliver our objectives.
- extend work with schools and colleges and explore extending work to the upper end of junior schools and universities.
- work with school nurses and GPs, School Mental Health Team professionals, and other primary care professionals to provide tools for early awareness and early intervention.
- find opportunities to work with statutory organisations such as the NHS, DfE, RCGP, and Public Health England.
- explore International opportunities such as the US, Canadian, and Australian markets where app downloads are high.

stem4 Family

This year, the stem4 team has grown larger than ever!

Our team now includes a CEO, 6 Trustees, and 11 members of the Management Team:

Dr. Nihara Krause
CEO

Caroline Cox
Director of Development

Katie Donell
Digital Lead

Yvette Nieslony
Lead Technical Officer /
Data Protection Lead

Philippa Beeson
Education Coordinator /
Safeguarding Lead

Rita Nagy
Administrator / Project
Manager

Rachel Edwards
Digital Coordinator

Kristina Eventov
Communications
Coordinator

Geraldine Hellings
Finance Manager

Dr. Richard Graham
Clinical Director

Tamanna Chowdhury
Administrator

Rosie Adkins
Community Partnerships
Manager (Until Feb 2022)

Liz Davies
Finance Manager
(Until June 2022)

Jordan Ng
Digital Intern
(July-Sep 2022)

Franz Ranero

Debbie Ward

Sthen Wiseman

Andrew Sales

Dr. Annie Murphy

Serkan Gurgin

Thank You to Our Supporters

stem4 would like to extend sincere thanks to our many supporters and partners this year, too many to mention individually but including:

- Co-op Community Partnership
- M&S Greenford
- Waitrose Community Matters Wimbledon
- Peel Hunt
- CIBC
- Whoski
- Diespeker & Co
- Merkle
- Senso Communications
- Terra Ferma Media
- Videobop
- AWP Creatives
- HMA
- Freestyle Print
- ORCHA
- Wimbledon Windmilers
- Boomerang
- Pro Bono Economics
- St Michaels PCC
- Allen & Overy
- Barclays
- Fenwick
- SME Capital
- Rathbones Group plc

A huge thank you also to each and every individual who volunteered, took part in a fundraising event, sponsored, or supported stem4 in any personal capacity this year. We couldn't have done it without you.

Principal Risks and Uncertainties

The Trustees have responsibility for reviewing the risk management process. In addition to the stem4 Strategic Risk Register to monitor progress on strategies to mitigate risks, there is a Clinical Risk Register for each of our digital products alongside a Hazard Log and an Operational Risk Register. Each risk is listed with an action, mitigation steps, and procedures. Risks include operational, financial, and reputational. Insurance cover is reviewed annually.

Our key risks at this time include:

1. Safeguarding

Safeguarding continued to be a priority for stem4 throughout 2021–2022. As our normal service resumed following the pandemic, we recommenced our work in schools and in the community, and continued our work online through webinars and podcasts. Our Designated Safeguarding Lead ensured that policies and procedures were up to date for work with young people and their families both online and in person. All staff, Trustees, and Ambassadors completed e-Safeguarding training and read required government guidelines. All staff, Trustees, and Ambassadors have DBS certification.

2. Managing Our Data and Cyber Security

With cybercrime increasing all the time, failure to secure our information systems from attack could lead to loss of service, loss of data, and even put people at risk, leading to reputational damage, regulatory breach, and fines.

We have recently reviewed all our systems, policies, and procedures. This work is the groundwork we needed to complete before applying for our Cyber Essentials accreditation which we are currently progressing through. The Cyber Essentials accreditation is an initiative set up by the National Cyber Security Centre (NCSC). The benefits of this accreditation include helping us guard ourselves against the most common cyber threats and demonstrating our commitment to cyber security. An independent organisation will be assessing us for this accreditation.

3. Ensuring the Clinical Safety of Our Apps

Clinical Safety is a key priority at stem4 and all of our apps follow strict clinical safety guidelines and protocols, including risk assessments, hazard logs, and mitigations of risks which are also reviewed annually. Whilst the risk assessments have been undertaken in collaboration with partner Ethos (Clinical Safety Specialists in Digital Health) who provide the clinical safety overview alongside Dr. Krause, stem4 also undertook training an in-house team in this area.

This involved the Digital Team being trained in how to implement the NHS Clinical Safety standard DCB0129—Clinical Risk Management. In addition, Nihara undertook an NHS Digital Training to achieve recognition as a Clinical Safety Officer, which is core to the NHS standards.

4. The Digital Technology Assessment Criteria

The Digital Technology Assessment Criteria (DTAC) for health and social care gives clinical staff, patients, and citizens assurance and confidence that the digital health tools stem4 is developing meet the NHS clinical safety, data protection, technical security, interoperability, and usability and accessibility standards. It is the national baseline criteria for digital health technologies entering and already used in the NHS and social care. At stem4, we are currently working with Ethos to ensure we achieve DTAC status successfully. Presently, we are well on the way to achieving DTAC status for all of our apps. In addition, we have already incorporated these criteria into the development of our latest app which is due to be released in October 2022. As a result, we have now incorporated these criteria as a standard operating practice in our processes and procedures for new project developments.

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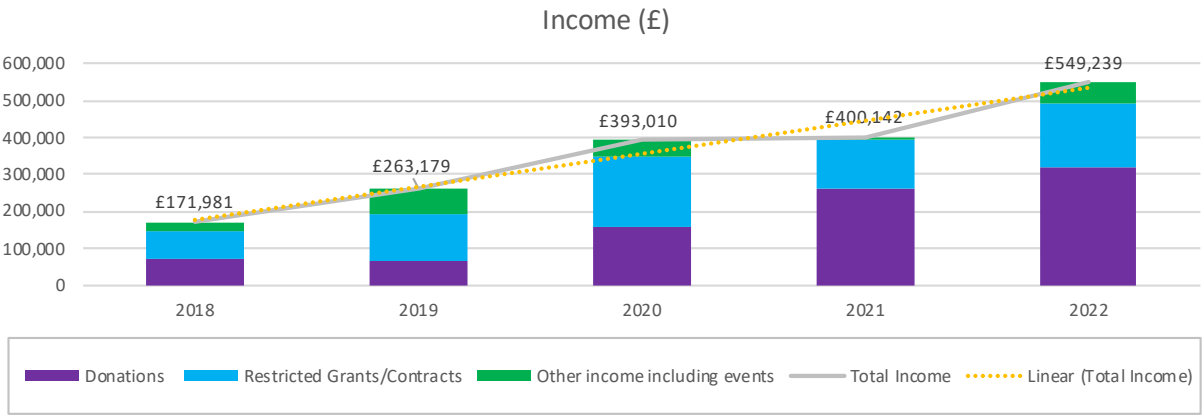
stem4 FINANCES

stem4 Finances

Where Our Money Comes From

We raise funds from a variety of sources. Having a diverse number of income streams continues to be a very important part of our long term strategy. Grants, trusts, corporate partners, individual donations, and community fundraising all continue to play a key role in funding charitable activities and we are very grateful to everyone who has supported us.

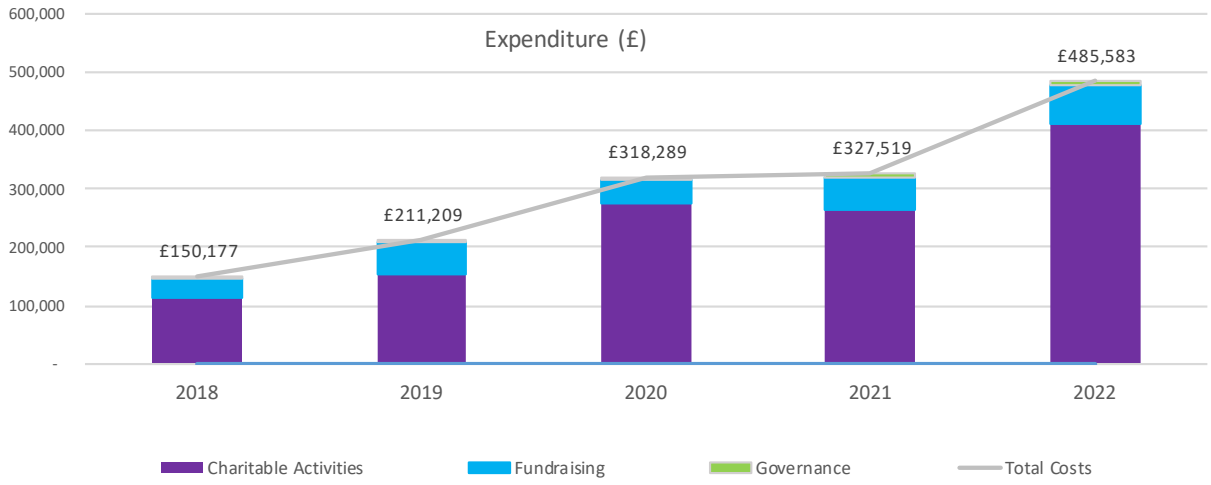
stem4 continues to grow and explore 'clever' growth opportunities, including exploring commercial opportunities within the charity and through our business arm, stem4 wellbeing CIC. This allows us to continue to invest in infrastructure and governance as we grow, and to support our core costs to allow us to sustainably deliver our charitable activities.



Where Do We Spend Our Money?

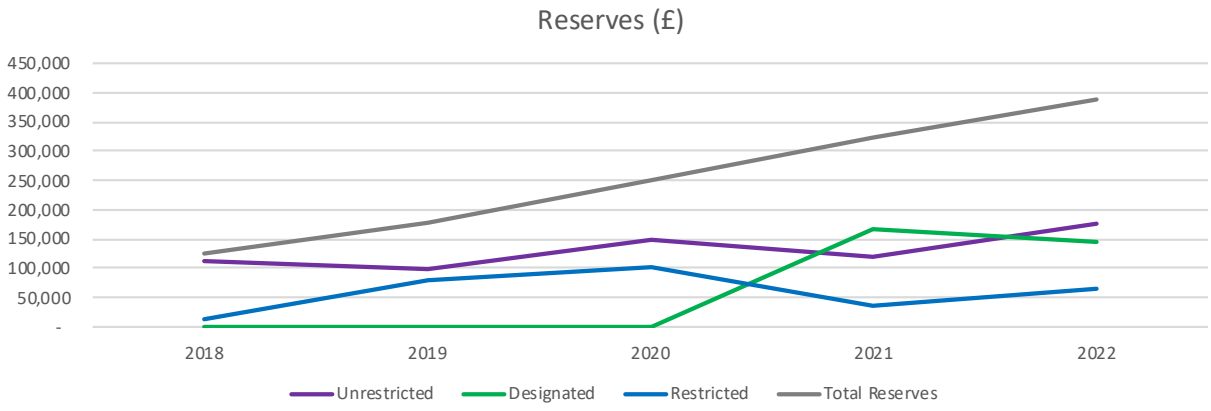
Of this, 60–70% is spent on mental health apps (Calm Harm, Clear Fear, Combined Minds, Move Mood, and Worth Warrior). Around 20% of spend went to support new initiatives. Education spend is a growing area, in particular digital delivery. We continue to host online conferences to parents, teachers, and health professionals, and expanded school use of stem4's Head Ed teaching resource. We continue to invest in surveys, impact evaluations, and campaigns (e.g., Youth Mental Health Day, Parent Mental Health Day), as well as key areas of governance including clinical safety and safeguarding.

Looking ahead, in line with our strategic aims, we will continue to deliver on core existing programmes, expand in key areas of need, and invest in infrastructure to support growth.



Our Reserves

We understand the importance as a charity of building a strong reserve base. Our reserves are pivotal as a strategic enabler for us to continue to fund our growing number of digital products, our education programme, and targeted projects. stem4's Trustees monitor reserves closely, balancing the need to maintain levels in line with reserves policy against the application of funds to planned charitable work. In 2022, the Trustees reviewed future projects and designated unrestricted funds above the reserves policy towards these areas.



stem4's independently reviewed Report and Accounts for the year ended 30 September 2022 can be found on pages 33 to 63.

Charity registration number 1144506

Company registration number 07779151 (England and Wales)

STEM4

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

STEM4

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr N S Krause Mr F J Ranero Mr A G Sales Ms D V Ward Ms S E Wiseman Dr A Murphy Mr S Girgin
Charity number	1144506
Company number	07779151
Registered office	51 St Georges Road Wimbledon London SW19 4EA
Independent examiner	Azets Audit Services Ashcombe Court Woolsack Way Godalming Surrey United Kingdom GU7 1LQ

STEM4

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STEM4

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The trustees present their annual report and financial statements for the year ended 30 September 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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) (effective 1 January 2019)".

Objectives and activities

The charity has established expenditure to achieve its objectives for public benefit to improve the lives of young people through early detection and intervention of common mental health problems – eating disorders, anxiety & depression, self-harm, and addiction. There has also been considerable focus on building resilience post pandemic.

stem4 provides a direct response to the growing number of young people being affected by these conditions, the figures post pandemic are large with traditional resources stretched, and the goal is to empower them to make positive changes early in their lives to prevent enduring physical and psychological effects as well as offer them evidence-based early intervention to help manage their symptoms either as they wait for treatment or as possible treatment if they do not meet the threshold required for help.

We review the forecast expenditure annually to ensure that it reflects the charity's objects and thereby advances public benefit. The beneficiaries of our programme are ultimately young people and those at risk of developing mental ill health in the future as well as their families and their schools. We also offer mental health training in conference format to GPs and school nurses to increase the network of early support.

Strategic Overview

Throughout 2021-2022, the pandemic has continued to impact the lives of all in the UK with emerging evidence of considerable impact on several groups, including young people. Political unrest, health service burden, catch up on missed education opportunities as well as rising concerns on family finances have further made recovery from the pandemic slow. The outcome has been an increase in mental ill health in the population. Young people who were unwell prior to the pandemic have experienced worsening symptoms with less access to help.

Our vision to protect the mental health of young people enabling them to live happy and healthy lives lies at the core of everything we continue to do. Our strategy to focus on early intervention and to provide evidence-based, effective, digital tools to meet demand and to extend reach continues to be vital. To deliver our strategy, we have continued to ensure our income grows and that we also have a clear plan for generating sustainable income. This is in order that we have the resource to develop and deliver our offers to the young people who lie at the heart of what we do and their families, schools and colleges and primary healthcare professionals.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

During the year the charity has continued to expand its digital offerings, supporting more young people, as set down in the business plan. Given the need to support the rise in eating disorders after the pandemic, and meet demand, especially for mild-moderate difficulties, which the current health service is struggling to deliver, the charity has been able to create a fifth app. In addition, there has been an increased focus on promoting awareness including the continued ownership of Youth Mental Health Day in September and the launch of Parent and Carers Mental Health Day in January; to launch our mental health education programme to as many UK schools as possible and to target our apps to those who are in most need.

The stem4 suite of apps:
The newest app is called 'Worth Warrior' and is for body image issues associated with eating disorders. This app is funded through the National Institute of Health Research (NIHR) and the grant is for one year. The grant includes for an NHS Ethics Committee approved research project to measure both quantitatively and qualitatively the impact of the app. There has been further success in market penetration of all other stem4 apps. The 'Calm Harm' app (self-harm) was redeveloped onto a new tech stack and the 'Clear Fear' (anxiety), Combined Minds (for Parents, Carers, Friends) and Move Mood (depression) apps are widespread. All four of these apps continue to provide licensed versions to Leeds Council (Calm Harm) and NHS North and East London CSU, through Good Thinking (Clear Fear, Combined Minds and Move Mood) and an undisclosed by request corporate (Clear Fear). There will be an ongoing focus on ensuring our apps meet all regulatory needs as required by the NHS. These technical requirements are expensive, and we are grateful to Nominet for choosing stem4 to be in their #Reset grant scheme which has enabled us to complete and market several our digital products as well as invest in the technical and training requirements that help us deliver our services. Investment has also been made into the training required for an expert in-house clinical safety team.

stem4's App Library won the 'Tech for Good Initiative' at the Digital Leaders 100 Awards after several rounds, including interviews and public voting. The award recognised stem4's excellence in using evidence-based methods to clinically produce all four apps that support young people, as well as stem4's pioneering and sustainable approach to digital transformation in the UK.

The Head Ed suite of mental health videos with lesson plans was launched in 2021 and we are grateful to the Nominet #Reset grant to enable us to do this. Head Ed was endorsed by the Anna Freud Centre and at the end of September 2022 had around 1000 schools in the UK download it. We were grateful to the Brother's Trust for supporting new modules to be developed to meet emerging need, including asking for help and eating disorders.

stem4 survey data continues to be promoted on national media and in national campaigns including informing government think tanks. stem4 social media had grown rapidly and was specifically boosted in August when Tom Holland (aka Spiderman) made an announcement on social media on the stem4 apps. All stem4 campaigns have been very effective at promoting our message and both national and international involvement. stem4's Movember boys and men's mental health campaign in November 2021 was very well received both on social media and in webinar attendance and will continue to be an important way to support this group's mental health.

Several corporates have supported stem4 this year. Whilst every donation goes a long way to supporting what we do we are particularly grateful for the generous donations throughout the year by Peel Hunt and CIBC.

A strategy planning meeting facilitated by Sharon Wright, strategy and policy development consultant, Creative Wit, was held to review existing business plans. The stem4 team continues to expand as the charity grows, and a project manager officer was appointed in the year to manage the increase in volume and complexity of projects to ensure continued quality delivery as well as a consultant child and adolescent psychiatrist to help as clinical director. The ideas of recruiting to a Chief Operating Officer role were put on hold after two major disappointments. A Director of Development will, instead, help with the growth plans of the charity.

Many new roles are needed. In particular, the need to demonstrate impact of our digital products is pressing and the intention is to appoint to an impact insights and measurement role. The need to recruit to a marketing role is also much needed.

The charity has had to move office to accommodate for the growing team and because of the generous office grant by the Generations Trust coming to an end in December 2021. The new office address is 51 St George's Road, London SW19 4EA. This has enabled the charity to grow since it has capacity for 6 desks and a meeting room for training needs and continues to create links with the community and local corporates.

In accordance with generating a sustainable funding source stem4 wellbeing CIC was also created. This will remain dormant until new business is sought over the next financial year. Two new business ideas are being investigated, finance ring-fenced to help create the business idea and a business plan written, which will provide a sustainable source of income to the charity.

The charity held an AGM in the year confirming the reappointing of Azets as accountants to perform the charity's independent review.

Financial review

The charity's income increased by £149,097 for the year to 30 September 2022 to £549,239.

Donations in the year were gratefully received from individuals, schools, corporates, trusts, and local community groups. Grant funding has helped drive the development and market penetration of the stem4 digital products including COVID-19 support grants. In addition, the charity continued to generate new funding from contracts providing customised versions of their apps to service providers.

Expenditure rose from £327,519 to £485,583. This was in line with planned developments as well as funded projects, including the charity's multi-targeted response to COVID-19.

The total income for the period was £549,239 (2021: £400,142) with associated expenditure of £485,583 (2021: £327,519) giving a surplus for the year of £63,656 (2021: £72,623)

Restricted Funds grew from £37,709 to £65,167, including funds very gratefully received from Co-operative, Head Ed (Big give), Nominet Reset Mental Health, National Institute for Health and Care Research, BNB and Tides Foundation.

Ongoing app maintenance, maintenance of quality and clinical risk, effectiveness evaluation and support costs continue to grow as new apps and digital education services are released and are updated to incorporate feedback from the fast-growing user base. The charity continues to adapt and explore regular, sustainable funding initiatives to support the provision of its expanded portfolio of products and services and future growth plans.

The charity would like to thank individuals, schools, corporates, and grant-makers for their important support in the year as well as the organisations that have generously offered their services on a pro-bono basis.

Reserves policy

The trustees aim to maintain a sufficient level of free reserves in unrestricted funds to safeguard the organisation, protect options for future development and to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community
- To ensure that delays in the receipt of expected income does not interrupt services or cause serious financial difficulty for the charity; and
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

The trustees review reserves at least quarterly and the policy threshold annually to ensure that there are sufficient funds to maintain the charity's financial stability and ongoing development. The current policy approved in July 2021 requires target free reserves to be maintained to cover six months' unrestricted operational expenditure. The trustees consider this to be the best way of furthering the charity's objectives. After making allowance for any restricted funds, and funds designated by trustees, the charity's free reserves at 30 September 2022 were £176,198 (2021: £120,000). This aligns to the trustees' policy for reserves.

Risk management
The trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems, policies, and procedures to manage them at every trustee meeting.

The trustees consider variability of investment returns. Our major operational risk is the extent to which the teaching and digital offerings successfully advance early knowledge and practice to the benefit of those teenagers and family who are at risk of a mental health condition in the areas we target. The trustees manage this risk by retaining trustees of sufficient skill and expertise to chair the academic and research input and through quality control. A secondary mechanism of measures from conferences and digital offerings also assists quality.

Plans for future periods

The charity aims to continue to consolidate, develop, and expand core work. This will include developing further links with schools, colleges, universities, and other educational institutions. We will continue to meet our target of supporting a minimum of 100,000 young people per year. Focus will be to widen our educational remit through the Head Ed digital programme that can be used in schools and colleges by educators and by continuing to provide both online and face-to-face mental health literacy via real life conference and training programmes to our various audiences – students, parents and carers, teachers, health care professionals. We will continue to evaluate, update effectiveness and workings of as well as provide efficacy data on existing digital products, monitor impact, and explore further additions to our app portfolio based on need. We will also follow through with continuing to offer clinical safety and effectiveness to the highest standards through following ongoing developments in digital safety and aim to seek to develop ongoing collaborative work with statutory providers in health and education. The work we have done during the pandemic has strengthened our focus on communities where there are high levels of need including BAME and LGBTQ+ communities and we have expanded the numbers of schools/colleges we work with as a result. We will continue to develop the work we offer to these communities and expand reach and impact. We anticipate the need for significant support and rehabilitation work to help children and young people's mental health recover post pandemic but also to be affected by a variety of social determinants and are preparing to assess need and provide support for emerging conditions, especially in the light of traditional resources such as the NHS being further stretched. We will continue to work co-collaboratively to co-produce our resources and will develop our community support functions. We will also look to promote youth engagement and views through forming a Youth Committee and employing a Youth Coordinator. We will endeavor to appoint marketing help to promote our existing products.

We will continue to aim to specifically extend reach and market penetration of existing resources with a goal to reach a 100,000 of our audience annually. We continue to have a range of plans to help with this including expanding the age ranges we work with including universities and the upper end of junior schools as well as different population groups, especially those most vulnerable and who lack access to high quality mental health support. We will focus further on our marketing, digital marketing and social media and communication strategies and explore more opportunities in areas where our app downloads are high. We will continue to be the hosts of National Youth Mental Health Day and National Parents and Carer Mental Health Day annually as well as release at least two national research surveys per year.

We will be continuing to explore capacity building to help the charity meet its future goals and increase internal resource through developing the CIC arm of the charity to help with organisational resourcing.

In addition to mental ill health, we will have further clear focus on enhancing and developing well-being and resilience and will develop a clear recovery plan to help support the growth of positive mental health in the communities we work with. This will include a focus through the CIC on B2B marketing of wellbeing products and the marketing of our apps abroad.

The charity will continue to be compliant with data change regulations and update all relevant policies as required. This will include relevant training and updates on data protection, GDPR and cybersecurity.

The charity has taken steps to provide safeguarding training to all stem4 members including trustees and ambassadors, as well as review and agree on safeguarding protocols and procedures. There is a clear digital safeguarding policy, a safeguarding log, a risk matrix and log, a trustee with safeguarding responsibility and the designated safeguarding lead (DSL) who receives ongoing training and supervision from a specialist safeguarding consultant, a risk/compliance trust who attends the risk meetings with the operational team and feedback at trustee level. A commitment to an annual safeguarding training programme has also been made. In order to maintain governance to the highest standards the trustees also meet with the Director of Development and without the chair to review governance of the chair/CEO role at every trustee meeting.

The charity is also taking steps to have training in clinical safety management for our apps, and will have a training programme to have an internal clinical safety officer, data protection and compliance officer as well as agreed clinical risk management protocols and procedures validated by an NHS approved body.

Structure, governance and management

The Trust is a registered charity (number 1144506) and a limited company (number 07779151). The charity was established through active fundraising and seeks to continue the charitable work through the careful stewardship of fundraised resources.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr N S Krause
Ms A C McKenzie (Resigned 7 February 2022)
Mr F J Ranero
Mr A G Sales
Ms D V Ward
Ms S E Wiseman
Dr A Murphy
Mr S Girgin

Under its Articles of Association, the charity is able to appoint new trustees and re-elect existing trustees. At each annual general meeting, one third of the existing trustees who have been longest in the office since their last appointment must retire by rotation and are required to be replaced by new trustee appointments. Trustees who are up for retirement can be recommended for re-election by the other trustees at each annual general meeting. The Articles of Association provides for a minimum of 3 trustees, subject to no maximum limit. Without prejudice to the trustee rotation process, new trustees may be appointed at any time by way of an ordinary resolution of the trustees during a general meeting.

At the quarterly trustees' meetings, the trustees agree the broad strategy and areas of activity for the Charity, including consideration of service development, investment, reserves and risk management policies and performance. The specifics of service development, delivery and outcome evaluation are led by the Chairman and CEO.

The trustees formally approved arrangements complying with the ICSA guide 'Recruitment, Appointment and Induction of Charity Trustees'. The trustees have also developed a code of conduct for stem4 trustees, including formal statements of roles and responsibilities and provision for trustee training. The final decision about the selection of new trustees and committee members is a matter for the trustees.

On appointment new trustees sign a model trustee declaration statement committing them to giving their time and expertise. The induction process has been changed to follow the ICSA good practice guide with a formal induction programme for any newly appointed trustee which includes an initial meeting with the Chair and trustees; this includes discussion of the powers and responsibilities of the trustee board and the committee. The welcome pack includes a brief history of the charity, trustee board and committee minutes, a copy of the annual report and accounts, a copy of the governing trust deed and a copy of the Charity Commission's guidance 'The Essential Trustee: What You Need to Know' and 'Charities and Public Benefit'.

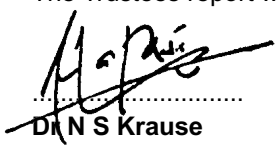
All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in a note to the accounts. Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the Trust's policy, withdraw from decisions where a conflict of interest arises.

The charity is a member of the Merton Voluntary Sector (MVS). The MVS provides helpful information on good practice, changes in the law affecting charities and acts as an authoritative lobby on behalf of the charitable foundations with the government and regulators for voluntary organisations based in Merton.

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Trustees report was approved by the Board of Trustees.



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Dr N S Krause

Dated: 4th February 2023

STEM4

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STEM4

I report to the trustees on my examination of the financial statements (which comprise the Statement of Financial Activities, Balance and related notes) of stem4 (the charity) for the year ended 30 September 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.

Debra Saunders
FCA
Azets Audit Services
Ashcombe Court
Woolsack Way
Godalming
Surrey
GU7 1LQ
United Kingdom

Dated: 20th February 2023

STEM4

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

Current financial year

	Notes	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Income from:						
Donations and legacies	**3**	321,699	-	-	321,699	263,003
Charitable activities	**4**	57,940	-	169,600	227,540	137,139
Total income		379,639	-	169,600	549,239	400,142
Expenditure on:						
Raising funds	**5**	(67,474)	-	-	(67,474)	(52,427)
Charitable activities	**6**	(255,967)	(20,000)	(142,142)	(418,109)	(275,092)
Total resources expended		(323,441)	(20,000)	(142,142)	(485,583)	(327,519)
Net income for the year/ Net movement in funds		56,198	(20,000)	27,458	63,656	72,623
Fund balances at 1 October 2021		120,000	166,858	37,709	324,567	251,944
Fund balances at 30 September 2022		176,198	146,858	65,167	388,223	324,567

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.

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

Prior financial year

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:					
Donations and legacies	**3**	263,003	-	-	263,003
Charitable activities	**4**	9,057	-	128,082	137,139
Total income		272,060	-	128,082	400,142
Expenditure on:					
Raising funds	**5**	(52,427)	-	-	(52,427)
Charitable activities	**6**	(128,643)	-	(146,449)	(275,092)
Total resources expended		(181,070)	-	(146,449)	(327,519)
Gross transfers between funds		(121,038)	166,858	(45,820)	-
Net income for the year/ Net movement in funds		(30,048)	166,858	(64,187)	72,623
Fund balances at 1 October 2020		150,048	-	101,896	251,944
Fund balances at 30 September 2021		120,000	166,858	37,709	324,567

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.

STEM4

BALANCE SHEET

AS AT 30 SEPTEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**10**		6,362		3,980
Investments	**11**		100		100
			6,462		4,080
Current assets					
Debtors	**12**	77,006		5,758	
Cash at bank and in hand		362,913		334,320	
		439,919		340,078	
Creditors: amounts falling due within one year	**13**	(42,158)		(19,591)	
Net current assets			397,761		320,487
Total assets less current liabilities			404,223		324,567
Creditors: amounts falling due after more than one year	**14**		(16,000)		-
Net assets			388,223		324,567
Income funds					
Restricted funds	**15**		65,167		37,709
Unrestricted funds					
Designated funds		146,858		166,858	
General unrestricted funds		176,198		120,000	
			323,056		286,858
			388,223		324,567

STEM4

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2022

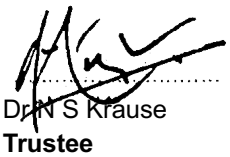
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2022.

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 ....4th February 2023.....



Dr N S Krause
Trustee

Company Registration No. 07779151

STEM4

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	**20**		36,114		69,349
Investing activities					
Purchase of tangible fixed assets		(7,521)		(1,143)	
Purchase of other investments		-		(100)	
Net cash used in investing activities			(7,521)		(1,243)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			28,593		68,106
Cash and cash equivalents at beginning of year			334,320		266,214
Cash and cash equivalents at end of year			362,913		334,320

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

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1 Accounting policies

Charity information

stem4 is a private company limited by guarantee incorporated in England and Wales. The registered office is 51 St Georges Road, Wimbledon, London, SW19 4EA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, 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) (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.

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.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds includes of fundraising events and production of goods for resale.

1 Accounting policies **(Continued)**

Expenditure on charitable activities includes delivery of projects including provision of mental health education and development of software applications.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on the same basis.

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:

Office equipment	25% per annum, straight-line basis

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

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.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2022

1 Accounting policies (Continued)

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

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.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

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

	2022	2021
	£	£
Donations and gifts (all unrestricted)		
Donations received	308,818	256,092
Gift aid received	12,881	6,911
	321,699	263,003

4 Charitable activities

	2022	2021
	£	£
Activities for generating funds	227,540	137,139
Analysis by fund		
Unrestricted funds - general	57,940	9,057
Restricted funds	169,600	128,082
	227,540	137,139

5 Raising funds

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Fundraising and publicity		
Staging fundraising events	5,495	1,255
Other fundraising costs	4,493	3,741
Support costs	57,486	47,431
Fundraising and publicity	67,474	52,427
	67,474	52,427

6 Charitable activities

	2022 £	2021 £
Charitable activities	149,875	120,373
Share of support costs (see note 7)	260,683	145,444
Share of governance costs (see note 7)	7,551	9,275
	418,109	275,092
Analysis by fund		
Unrestricted funds - general	255,967	128,643
Unrestricted funds - designated	20,000	-
Restricted funds	142,142	146,449
	418,109	275,092

7 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	206,663	-	206,663	142,215	-	142,215
Depreciation	5,139	-	5,139	3,949	-	3,949
Computer expenses	12,021	-	12,021	9,762	-	9,762
Telephone	1,761	-	1,761	526	-	526
Other support costs	43,888	-	43,888	97	-	97
Sundry expenses	1,326	-	1,326	1,731	-	1,731
Printing, stationery and postage	4,239	-	4,239	831	-	831
Travel and subsistence	146	-	146	51	-	51
Advertising	9,086	-	9,086	7,680	-	7,680
Insurance	1,960	-	1,960	1,774	-	1,774
Office rent costs	34,971	-	34,971	19,269	-	19,269
Other staff costs	(3,031)	-	(3,031)	4,990	-	4,990
Independent examination fees	-	2,880	2,880	-	1,536	1,536
Professional fees	-	2,233	2,233	-	2,733	2,733
Other governance costs	-	2,438	2,438	-	5,006	5,006
	318,169	7,551	325,720	192,875	9,275	202,150
Analysed between						
Fundraising	57,486	-	57,486	47,431	-	47,431
Charitable activities	260,683	7,551	268,234	145,444	9,275	154,719
	318,169	7,551	325,720	192,875	9,275	202,150

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Employees	8	8

9 Employees (Continued)

Employment costs	2022	2021
	£	£
Wages and salaries	191,396	135,070
Social security costs	11,367	4,559
Other pension costs	3,900	2,586
	206,663	142,215

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2021 - none).

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

10 Tangible fixed assets

	Office equipment
	£
Cost	
At 1 October 2021	20,024
Additions	7,521
Disposals	(6,988)
At 30 September 2022	20,557
Depreciation and impairment	
At 1 October 2021	16,044
Depreciation charged in the year	5,139
Eliminated in respect of disposals	(6,988)
At 30 September 2022	14,195
Carrying amount	
At 30 September 2022	6,362
At 30 September 2021	3,980

11 Fixed asset investments

	Other investments
Cost or valuation	
At 1 October 2021 & 30 September 2022	100
Carrying amount	
At 30 September 2022	100
At 30 September 2021	100

Other investments comprise:	Notes	2022 £	2021 £
Investments in subsidiaries	19	100	100

12 Debtors

Amounts falling due within one year:	2022 £	2021 £
Trade debtors	42,584	-
Other debtors	17,921	1,914
Prepayments and accrued income	16,501	3,844
	77,006	5,758

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	8,145	15,647
Other creditors	5,833	2,444
Accruals and deferred income	28,180	1,500
	42,158	19,591

14 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Accruals and deferred income	16,000	-

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £3,900 (2021 - £2,586). The year end liability in relation to defined contribution schemes was £939 (2021: £467).

16 Movement in Funds

Current year

		Movement in funds		
	Balance at 1 October 2021	Incoming resources	Resources expended	Balance at 30 September 2022
	£	£	£	£
Restricted funds				
Generations Foundation	4,807	-	(4,807)	-
Co-operative	-	516	-	516
Leeds Calm Harm	2,820	-	(2,820)	-
Head Ed (Big Give)	-	27,501	(3,004)	24,497
Nominet Reset Mental Health	21,802	20,000	(30,826)	10,976
National Institute for Health and Care Research	-	109,429	(100,369)	9,060
BNB	8,280	3,619	(100)	11,799
Tides Foundation	-	8,535	(216)	8,319
Total restricted funds	37,709	169,600	(142,142)	65,167
Unrestricted funds				
Designated funds:				
Digital Projects Fund	116,858	-	(10,000)	106,858
Organisational Growth Fund	50,000	-	(10,000)	40,000
Total designated funds	166,858	-	20,000	146,858
General fund	120,000	379,639	(323,441)	176,198
Total unrestricted funds	286,858	379,639	(343,441)	323,056
Total funds	324,567	549,239	(485,583)	388,223

Restricted funds

16 Movement in Funds (Continued)

The Generations Foundation relates to funding provided for office rent.

The Co-Operative relates to the funding of telephone kiosks for mental health 'hubs'.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

Head Ed relates to work in relation to the HeadEd programme which contains videos and modules around eating disorders.

Nominet #Reset Mental Health relates to funding awarded to drive digital capacity, marketing outreach, and impact study to reach even more young people and drive sustainability.

National Institute for Health and Care Research is for funding aimed at improving the eating disorder app named Worth Warrior.

BNB relates to funding for a new digital development focusing on building resilience and supporting wellbeing.

Tides Foundation relates to funding aimed at mental health support costs.

Designated Funds

Digital Projects relates to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools.

Organisational Growth relates to the onboarding additional staff as the charity continues to grow.

These funds expect to be expended in the next 12 months.

16 Movement in Funds **(Continued)**

Prior year

		Movement in funds		
	Balance at 1 October 2020	**Incoming resources**	**Resources expended**	**Balance at 30 September 2021**
	£	**£**	**£**	**£**
Generations Foundation	-	19,226	(14,419)	4,807
Comic Relief/Paul Hamlyn Tech for Good (MM)	4,279	-	(4,279)	-
Community Foundation for Surrey	-	-	-	-
Leeds Calm Harm	19,600	-	-	11,280
Head Ed (Big Give)	7,030	-	(7,030)	-
Comic Relief COVID Recovery	-	32,000	(2,359)	29,641
Nominet Reset Mental Health	-	69,300	(25,020)	44,280
National Institute for Health and Care Research	-	10,000	-	10,000
CAF Coronavirus Emergency Fund	-	4,000	(4,000)	-
Other contracts	-	35,920	(35,920)	-
Wimbledon Community Fund	-	3,000	(584)	2,416
Wooden Spoon Emergency Funding	-	5,000	(5,000)	-
Total Restricted Funds	39,189	178,446	(98,611)	110,743
Unrestricted funds				
Designated funds:				
Digital Project Fund	116,858	-	10,000	126,858
Organisational Growth Fund	50,000	-	10,000	60,000
Total designated funds	(166,858)	-	(20,000)	186,858
General fund	98,665	272,060	(181,070)	68,617
Total unrestricted funds	(68,193)	272,060	(201,070)	255,475
Total funds	(29,004)	450,506	(299,681)	366,218

16 Movement in Funds (Continued)

The Generations Foundation relates to funding provided for office rent.

The Co-Operative relates to the funding of telephone kiosks for mental health 'hubs'.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

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Designated Funds

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16 Movement in Funds **(Continued)**

Prior year

		Movement in funds		
	Balance at 1 October 2020	**Incoming resources**	**Resources expended**	**Balance at 30 September 2021**
	£	**£**	**£**	**£**
Generations Foundation	-	19,226	(14,419)	4,807
Comic Relief/Paul Hamlyn Tech for Good (MM)	4,279	-	(4,279)	-
Community Foundation for Surrey	-	-	-	-
Leeds Calm Harm	19,600	-	-	11,280
Head Ed (Big Give)	7,030	-	(7,030)	-
Comic Relief COVID Recovery	-	32,000	(2,359)	29,641
Nominet Reset Mental Health	-	69,300	(25,020)	44,280
National Institute for Health and Care Research	-	10,000	-	10,000
CAF Coronavirus Emergency Fund	-	4,000	(4,000)	-
Other contracts	-	35,920	(35,920)	-
Wimbledon Community Fund	-	3,000	(584)	2,416
Wooden Spoon Emergency Funding	-	5,000	(5,000)	-
Total Restricted Funds	39,189	178,446	(98,611)	110,743
Unrestricted funds				
Designated funds:				
Digital Project Fund	116,858	-	10,000	126,858
Organisational Growth Fund	50,000	-	10,000	60,000
Total designated funds	(166,858)	-	(20,000)	186,858
General fund	98,665	272,060	(181,070)	68,617
Total unrestricted funds	(68,193)	272,060	(201,070)	255,475
Total funds	(29,004)	450,506	(299,681)	366,218

17 Analysis of net assets between funds

	Unrestricted funds 2022 £	**Designated funds 2022 £**	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Designated funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 30 September 2022 are represented by:								
Tangible assets	6,362	-	-	6,362	3,980	-	-	3,980
Investments	100	-	-	100	100	-	-	100
Current assets/(liabilities)	185,736	146,858	65,167	397,761	115,920	166,858	37,709	320,487
Long term liabilities	(16,000)	-	-	(16,000)	-	-	-	-
	176,198	146,858	65,167	388,223	120,000	166,858	37,709	324,567

18 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:

	2022 £	2021 £
Within one year	13,000	-

19 Subsidiaries

Details of the charity's subsidiaries at 30 September 2022 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
stem4 wellbeing CIC	England and Wales	Community Interest Company	Ordinary Shares	100.00	

stem4 wellbeing CIC is a dormant entity and was incorporated on 12 October 2020.

20 Cash generated from operations

	2022 £	2021 £
Surplus for the year	63,656	72,623
Adjustments for:		
Depreciation and impairment of tangible fixed assets	5,139	3,949
Movements in working capital:		
(Increase)/decrease in debtors	(71,248)	25,576
Increase/(decrease) in creditors	38,567	(32,799)
Cash generated from operations	36,114	69,349

stem4
supporting teenage mental health

stem4
wellbeing

stem4, 51 St George's Rd, Wimbledon, SW19 4EA

@stem4org @stem4org @stem4org

www.stem4.org.uk • enquiries@stem4.org.uk

Registered Charity No. 1144506

Company Registration No. 07779151

STEM4

England & Wales - Charity number 1144506

Accounts

stem4

supporting teenage mental health

Registered Charity No. 1144506

Company Registration No. 0779151

ANNUAL REPORT & ACCOUNTS

YEAR TO 30 SEPTEMBER 2021

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CEO Introduction

The extended period of dealing with COVID-19 and the many challenges, restrictions, and disruptions that it has brought has left a huge impact on the mental health of the population. Young people have been particularly affected by issues such as isolation, loss, family mental ill health, and lack of access to education and employment. The pandemic has also highlighted the need to focus even more on the mental health needs of marginalised groups and individuals who are affected by adverse childhood and life experiences, and to take steps to continue addressing the need for a range of mental health services to support emerging, ongoing, and prospective needs.

stem4 has continued to invest in meeting the growing need for mental health support, given increasing demand which continues to outsrip supply. We do this by contributing to providing effective, evidence-based mental health digital tools, much-needed mental health education to parents and carers (as well as educators) through our webinar programme, as well as to young people through Head Ed, our digital mental health literacy programme. We have also been exploring ways to strengthen the prevention of mental ill health through the provision of wellbeing tools and, with that in mind, we are proud to establish the stem4 Wellbeing CIC. We continue to look to increase our capacity, whilst continuing to always keep young people's mental health at the heart of what we do and prioritise excellence in practice.

We would like to extend our heartfelt thanks to all the amazing individuals and organisations who have supported us this year, and those who will continue to do so going forward. As the saying goes, 'it takes a village to raise a child'. If we are to continue working towards supporting the mental health of young people so that they can thrive into happy and healthy adults, we need your ongoing and invaluable support.

Dr. Nihara Krause
CEO, stem4

> Young people have been particularly affected by issues such as isolation, loss, family mental ill health, and lack of access to education and employment.

stem4

Supporting Teenage Mental Health

Our Vision

To protect the mental health of Children and Young People, enabling them to live happy and healthy lives

Our Mission

To foster the development of good mental health in Children and Young People through enhancing early understanding and awareness by providing mental health literacy, shared early detection, and early digital intervention

Our Values

Informative
Clinically accurate, solution-focussed, and educational

Positive
A focus on strengths, resilience, and change

Friendly
Non-judgemental and relatable

Inclusive
We work together and put Young People at the heart of what we do

Responsive
We listen and act iteratively

Effective
We deliver change

Our Aims

Raise Early Awareness
By providing mental health education that encourages discussion and openness.

Help Young People to Stay Well
By providing a focus on resilience, wellbeing, and self-care.

Offer Choice
By providing access to information in multiple ways and to many audiences.

Focus on Early Intervention
By providing effective, evidence-based intervention and signposting to safe national resources.

Extend Reach and Access
By providing information digitally, as well as face to face.

Put Excellence at the Heart of What We Do
By listening and working with our different audiences, collaboration and partnership working, robust evaluation of outcomes, impact measurement, and maintaining a strong financial position.

The State of Children and Young People's Mental health

Rates of probable mental disorder in 6 to 16 year olds increased from **11.6%** in 2017 to **17.4%** in 2021.*

39.2% of 6 to 16 year olds and **52.5%** of 17 to 23 year olds have experienced deterioration in mental health since 2017.*

10.6%

of 6 to 16-year-olds missed more than 15 days of school during the 2020 Autumn term. Children with a probable mental disorder were twice as likely to have missed this much school (18.2%) as those unlikely to have a mental disorder (8.8%).*

Young people's most common aspirations for the future are

'just being healthy and happy',

expressed by 70% of stem4 survey respondents.**

Over **100,000** British young people used and downloaded stem4's library of mental health apps between July and September 2021.***

Only **41%** of the young people who download stem4's library of apps access any form of professional help or treatment.***

* NHS Digital 2021 – ** stem4's national teacher survey 2020 – *** stem4 app analytics

Impact Review

Educating the Minds of the Future

stem4 has always believed that young people and those who support them (including parents, educators, and health professionals) have just as much right to an education about good mental health as they do good physical health. We work hard to share accurate information on how to recognise early warning signs, and provide effective strategies for how to deal with them. With the difficulties associated with the pandemic dominating the lives of many young people, these techniques have been all the more important.

Empowering Hundreds of Classrooms with Mental Health Education

stem4's mental health literacy programme, Head Ed, was coincidentally released to schools during lockdown. Head Ed Light was created as a response to distance learning, and was recommended on the DfE list of COVID-19 education resources for home learning. An increase in use was noted over 2021.

HEAD ED

Head Ed Light is an online educational resource that aims to help students understand mental health topics such as anxiety, depression, self-harm, and resilience. Each module is an interactive fact file that teaches signs, symptoms, and management of each topic and is designed to be used independently by students in their own homes.

Once lockdown ended and students returned to school, we promoted Head Ed and supported teachers through a series of three webinars, covering the topics of anxiety, depression, and resilience.

To further our understanding of user experience, we conducted a survey of teachers using Head Ed that helped to shape our plans for the months ahead. The survey provided insight into possible topics for future modules, as well as overwhelmingly positive feedback on the current resources—100% said they would recommend Head Ed to another school.

Head Ed in Numbers

952

subscribers by the end of September 2021 with

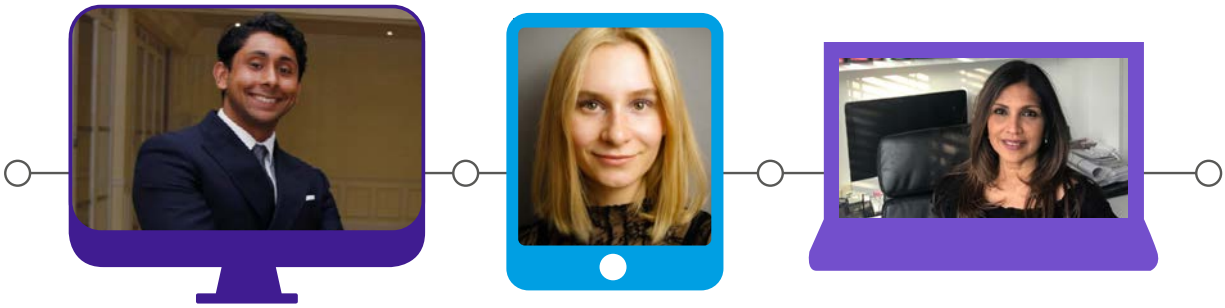
621

of those gained in the last year.

Supporting Families Through Mental Health Literacy

With in person events still largely cancelled over this period, stem4 continued to host virtual conferences and webinars for parents/carers and teachers.

2020 was a tumultuous time for young people as the pandemic shifted the norm. Our webinars for 2020–2021 aimed to support and equip parents as their children transitioned from lockdown and homeschooling back to the school environment, and then back again. Our webinars for teachers aimed to provide information on early signs and symptoms of mental health conditions, together with steps on how to provide support and be resilient in the face of uncertainty. Dr. Nihara Krause, along with our stem4 Ambassadors, provided clinical and personal perspectives on the changing scope of mental health during the pandemic to help hundreds of parents and teachers across the country.



> "I thought this was absolutely fantastic. Such an engaging, informative talk. The information given could be applied to so many areas of my family's lives. Thank you and well done.

> "An absolutely wonderful and informative webinar. Thank you to the speakers for sharing their stories and to Dr. Krause who is absolutely amazing. Thank you so much.

2021 was a virtual year and it was wonderful to be able to join Year 8 at Ursuline High School and answer their questions about stem4. The enthusiasm from the students was an inspiration and it was exciting to join them online again and watch them win the £1,000 first prize for stem4. They also put their all into further fundraising and raised almost £3,000 for stem4. A massive thank you to Year 8, 2021, at Ursuline High School, Wimbledon.

Conferences in Numbers

1,100+
registrations by the end of September 2021

70+
schools reached by end of 2020

3
speakers at each webinar

Early Digital Intervention

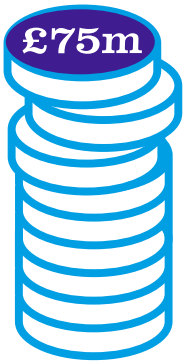
With rising mental ill health difficulties, the need to have evidence-based digital health tools accelerated research over the pandemic. A meta-analysis of 83 digital products indicated that 'digital interventions are particularly suited to mitigating psychosocial consequences at the population level' (J Med Internet Res, 2021,23(3):e23365). The World Health Organisation (2021) also urged the importance of promoting equitable access to mental health support via the use of telemedicine and safe digital tools.

stem4's evidence-based digital app library has been supporting many young people and their families who have been unable to access treatment over this period of time. The number of stem4 app downloads increased by 704,000 from October 2020 to September 2021, with high efficacy ratings for symptom management across all stem4 apps—highlights include 93% for the Calm Harm app and 94% for the Clear Fear app.

stem4 partnered with Probono Economics to explore the impact of waiting lists on Children and Adolescent Mental Health Services (CAMHS) and educational establishments to assess the cost to the wider public sector that results directly from the untreated mental health difficulties of young people while they are on the waiting list for children's mental health services.

The analysis found that:

the **380,000** children and young people treated by specialist NHS children's mental health teams in England in 2018–19 waited an average of just over **7 weeks** for treatment.

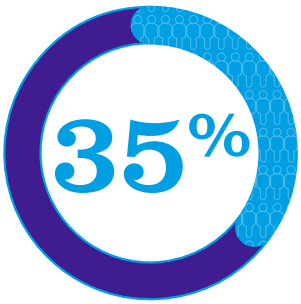


the untreated mental health issues for children and young people whilst on waiting lists are expected to cost public services an estimated **£75m per year**, the equivalent of around **£200 per child** receiving treatment. However, an estimated **87,000 (23%)** of these children have to wait more than 12 weeks, costing other public services an average of nearly **£500 per child**.

more than

90%

of costs are incurred by schools, with the remainder falling to social care and other health services.

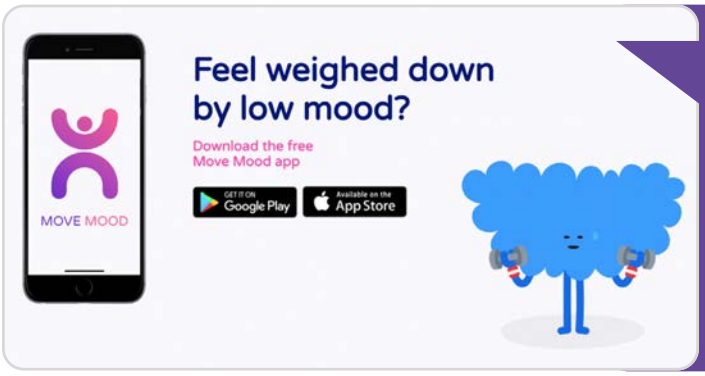


(250,000) of children and young people referred to specialist NHS children's mental health teams had their referrals closed before they received treatment as their conditions were seen as not severe enough or inappropriate for treatment. This means that the costs of children's untreated mental health conditions could be significantly higher than these estimates. If the analysis includes those cases that are closed before treatment, then total costs could increase to around **£210m**, which suggests that the **£75 million** figure/scenario is conservative.

The full report can be found at stem4.org.uk/research

The Success of stem4's Latest Mental Health App

In early 2021, stem4 launched Move Mood, an app to help manage the symptoms of low mood and depression. Using evidence-based Behavioural Activation Therapy, the app helps young people improve their mood by encouraging them to increase their motivation to carry out a variety of tasks in order to help them move forward, take control, and feel positive.



> "This app is excellent. It can help any age. The companion and reminder notifications are particularly helpful.

Collaborating to Extend the Reach of Our Apps: Combined Minds and Good Thinking

Good Thinking is a free, digital NHS service, supporting Londoners in looking after their mental health and wellbeing in a way that works for them. Since its launch in 2017, more than half a million people have used their digital service to tackle anxiety, stress, low mood, sleep problems, and other concerns.

As part of their service, Good Thinking works with partners to identify the 'best in class' mobile health apps and offers them to Londoners for free. In 2021, after two years of research and planning, this service was extended to offer apps and resources made specifically for young people; the Good Thinking team approached stem4 to licence the Combined Minds, Clear Fear, and Move Mood apps to help young Londoners.

Dr. Krause joined the Good Thinking Team, together with a group of young Londoners and Sadiq Khan, Mayor of London, for a round table discussion about young people's mental health. Many of the young people attending were familiar with the stem4 apps and were particularly positive about Combined Minds, which they rated highly.

Over the reporting period, Combined Minds downloads increased by almost 20,000, reaching an overall total of almost 40,000 downloads.

> "This is one of the most useful apps I've come across. My friend was going through a really difficult time at university and was really depressed. I used many of the suggestions in Combined Minds and it really helped both of us.

> "The Combined Minds app is very helpful not just for friends but also to educate parents on some of the ways in which they might be able to talk to and help their son or daughter.

stem4 also continued its partnerships with Leeds City Council (Calm Harm app), as well as with a private organisation (Clear Fear app).

Apps in Numbers

CALM HARM	CLEAR FEAR	COMBINED MINDS	MOVE MOOD
2.09 million total Calm Harm app downloads	**577,000** total Clear Fear app downloads	**39,000** total Combined Minds app downloads	**28,000** total Move Mood app downloads

Figures as of late-September 2021

stem4's App Library won the 2020 'Tech for Good Initiative' at the Digital Leaders 100 Awards after several rounds, including interviews and public voting. The award recognised stem4's excellence in using evidence-based methods to clinically produce all four apps that support young people, as well as stem4's pioneering and sustainable approach to digital transformation in the UK.

CALM HARM

"This app saves lives. It is a beautiful, beautiful tool. Thank you endlessly."

CLEAR FEAR

"This is a phenomenal app. Developers take a bow and thank you for creating such a well thought out app. There are literally so many activity ideas to help distract those with urges. I'm a CBT therapist and recommend this app to my clients. So thank you for helping me help others."

MOVE MOOD

"This has helped me a lot. It's just nice being organised about tasks and then getting an award, I really like it."

COMBINED MINDS

"This app really helped me with my ups and downs."

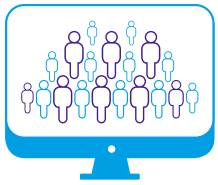
Providing Support Throughout the Pandemic

24 pandemic-related resources, including a video to help manage anxiety when receiving the COVID-19 vaccination, tips for how to cope with self-isolation, and videos for how to use our apps during the pandemic

Over **15,000** page views of the stem4 resources webpage over the reporting period

2 new stem4 booklets added for parents/carers and young people from BAME* communities

- Translations into **6 languages**
- BAME resources downloaded: **2,500+ times**



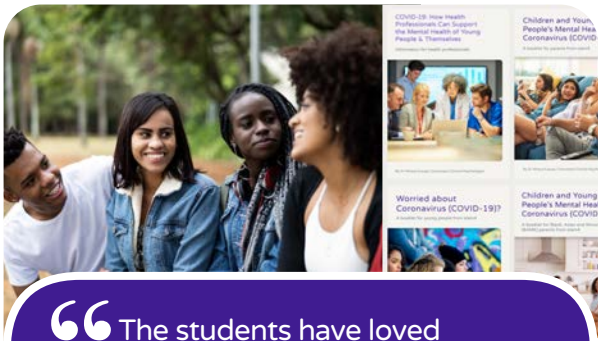
130+ parents, carers, and educators attending a webinar for BAME communities

All figures calculated for the reporting period.

COVID-19 Resources for the BAME* Community

Whilst COVID-19 has had a global impact, as the pandemic developed over time, it became very evident that it carried higher risks, especially of severe complications, infection, and increased mortality to certain groups within society. Epidemiological data showed that people identifying with Black, Asian, and Minority Ethnic (BAME)* groups had higher risks of being adversely affected.

In response to this, stem4 developed two new, free COVID-19 mental health resource booklets with specialised support for BAME young people and parents/carers. The resources were created co-collaboratively to include culturally sensitive information and have been translated into six languages: Arabic, Bengali, Lithuanian, Polish, Turkish, and Urdu. These resources alone were accessed over 2,000 times over the reporting period. stem4 also ran a webinar in schools and colleges with high BAME communities.



> "The students have loved the leaflets and we passed them onto pastoral. stem4's logo is now incorporated into the Mental Health part of our PSHE curriculum as a place students can turn to for support!

Our thanks extend to the Comic Relief COVID-19 Community Fund, National Lottery COVID-19 Fund, and HM Government for enabling a revised edition with additional translations to meet BAME community needs.

Over the past year, stem4 has received over 1,200 individual resource requests.

*At stem4, we acknowledge that the term BAME is a very broad term and that each ethnic group can vary in culture and experience, and is also diverse within itself. It is our belief that all ethnic groups, and individuals from different backgrounds, should be treated with equal respect and social acceptance.

stem4's Increased Digital Support in Numbers

The stem4 website received over **430,000** page views over the reporting period (a **37%** increase)

Total stem4 app downloads reached over **2,733,000** in **227** countries/territories (as recognised by Google Analytics)

704,707 app downloads

All figures calculated for the reporting period.

The Pandemic and Sport

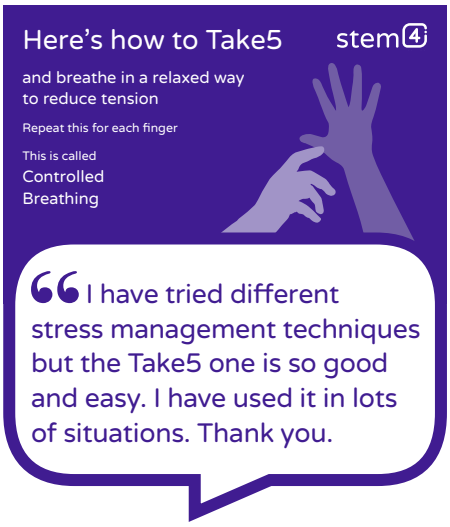
Children and young people's activity levels and access to sports and sports activities have been significantly impacted over the pandemic. There is a body of literature that links the benefits of sport and physical activity with positive mental health.

stem4 was approached by several sports clubs interested in supporting their young members' mental health in the absence of sports and physical activities. As a result, stem4 created a webpage resource for a number of sports clubs, offered webinars, and provided information on stem4 apps.

Tailoring Support for COVID-19: Immunisation Project and the Clear Fear app

stem4 created a short, animated video setting out a short breathing activity that people waiting in vaccination centres could carry out to help them manage anxiety. The intervention was used at vaccination centres in Merton, Morden, and Sutton and was met with positive responses from clinicians and the public.

Needle Phobia is a recognised psychiatric diagnosis causing an individual acute distress. As a result, many individuals who have to undergo any procedure requiring the use of a needle (such as an immunisation) experience acute anxiety. Anxiety disorders are the most commonly occurring mental ill health disorders and were reported to have risen over the pandemic. COVID-19 vaccination hesitancy led to greater anxiety. Some anxieties faced by individuals coming for their vaccination included leaving the safety of their homes, a fear of the procedure, fear of catching COVID-19 as a result of being in a public space, and inaccurate reporting via social media / word of mouth in the community.



Knowing a self-calming strategy through learning how to Take5 was also helpful for young people who were anxious but unable to take a friend or family member to an immunisation centre. The video also highlighted further anxiety support offered by the Clear Fear app.

Watch the Take5 video at https://www.youtube.com/watch?v=OYtRUocQW1o

New Initiatives and User Voice

During this period, stem4 also launched two new areas of its website covering Gender, Sexuality & Mental Health and Race, Ethnicity & Mental Health in order to better involve young people.

Gender, Sexuality & Mental Health

Mental ill health difficulties are higher in the LGBTIQ+ community. This is often because of the higher rates of adversity this group of young people encounter including discrimination, isolation, rejection, or homophobia and transphobia.

> “Being LGBTQIA+ has definitely brought challenges with regards to feeling accepted, and I often worry about expressing myself authentically.

The stem4 LGBTQIA+ community blog page started because we had requests in our school conference feedback and from young people in the community about wanting an opportunity to write about their experiences and reach out to other young people in the community. stem4 also released our #unitedformentalhealth wristbands to celebrate World Mental Health Day 2021 with a specific focus on LGBTQIA+ health. The result is a collaborative page, which is positive and hopefully helpful to many young people who may be feeling isolated or alone.

‘Being a LGBTQI+ person who also struggles with their mental health can be really difficult,’says Elena. When you are still figuring out your identity, it can cause a lot of confusion. Kayleigh explains, ‘Before accepting my sexuality, it was intense. I was sad all of the time, wondering why I was feeling the way I was. I was my own problem, which made things really tough.’

Indeed, it seems that being LGBTQIA+ can create an internal, and often long-lasting, struggle for self-acceptance and love, as Mil and Edi explain, ‘Figuring out your identity can be some of the scariest and most isolating points in your life.’

Race, Ethnicity & Mental Health

After the success of our translated resources and the positive feedback stem4 received, we also set up a blog page specifically aimed at covering the important link between race, ethnicity, and mental health.

There is a huge amount to do to offer tailored services to all communities. At stem4, we believe in working with our service consumers so that we can start to be informed of how we can support mental health needs.

We continue to welcome guest blog posts for both of these sections in order to promote a safe space and encourage meaningful discussion on these often overlooked topics.

> “I am really proud of who I am now, of my heritage, my family, and how I have been able to learn to manage my anxiety over the years. As a society, we are all still getting to grips with this idea of mental health. But if the community around me can learn and grow, so can you and yours. – Nena, writing about their anxiety on the BAME page

What stem4 Means to Young People

Here are some thoughts from one of stem4's young supporters

Why did you choose to support stem4?

'Around a year and a half ago was when I realised I needed help with my mental health. All of these thoughts and feelings were quite new to me and I didn't really know how to deal with them. After talking to a friend, she recommended I look at the stem4 website to see if there was anything that could help me with bad thoughts and understanding my feelings. The website was really informative as well as comforting to know that I wasn't alone. After a year, when I had gotten some professional help as well and was more in control of my emotions, I realised that when I had opened up to some of my friends, they said they sometimes had similar feelings. This made me realise how prominent mental health issues are in teenagers and so I decided to raise awareness in any way I could for a website that helped me so much. What stood out about stem4 was the app Clear Fear, which I still have downloaded, that helped me deal with things like anxiety attacks better than before. Fundraising for stem4 hopefully shone more light on teenage mental health issues and ways to deal with it.'

What prompted you to support by stem4 by creating videos?

'I was raising awareness for mental health but more specifically teenage mental health. I felt like the best way to reach out to teenagers was through social media and I thought making videos would make the topic more relatable and hopefully make them feel more understood. Creating videos also gave me a platform to share it online and I found it to be the most effective method for all age ranges to be able to access.'

Who were you trying to help/reach?

'I was mainly trying to reach teenagers that are going through mental health issues as I understand what that feels like and I wanted to be able to explain what I went through, as well as give some advice on what helped me. But, even though my videos were mainly aimed at teenagers, I wanted it to reach all communities so that, for example, parents can gain more perspective on this topic and be able to understand how their children may be feeling.'

Did you experience support from stem4 resources and why did you find them helpful?

'stem4 resources were very helpful to me and were some of the first tools I used to help me deal with my mental health. As I mentioned before, the app Clear Fear was a great way for me to be able to deal with my OCD and anxiety. Things like breathing activities on the app enabled me to calm down and reduce the overwhelming feeling of not being in control of my thoughts. Another resource that helped me was the descriptions of each issue such as anxiety and depression. Actually being able to understand what I was going through was in a way reassuring, and the little methods to help such as the Toothbrush Thought allowed me to think positively of myself and brought more optimism into my life.'

Thank you to our Youth Ambassador, an 18-year-old female, who created more than 20 short videos about mental health in aid of stem4 and continues to be a valued stem4 supporter.

Highlighting the Need for Change and Campaigning with Impact

Due to the longstanding work of charities and organisations like stem4, mental health is now higher on the public agenda than ever before. However, as the landscape young people operate in continues to evolve, it is important that stem4 not only continues to highlight the state of children and young people's mental health in the UK, but provides reasonable and positive steps forward.

Conducting Important National Surveys

Resilient Celebrities Are Most Admired

In June 2021, stem4 released the findings of a survey of 1,000 teenagers and young people in the UK and their hopes for the future. The poll showed that young people were optimistic about the post-COVID-19 future but were focused on health and happiness rather than money. They were also asked to choose the three celebrities they most respected in different categories with results showing that those at the top were admired for their bravery and resilience.

These results came ahead of Youth Mental Health Day 2021's theme #StrideForward, which focused on building back confidence and positive mental health following the disruption caused by the pandemic.

Young People Are Unable to Access Mental Health Treatment

Ahead of Youth Mental Health Day, stem4 highlighted that three in five young people (aged 13–21) said they were experiencing mental health difficulties, yet just one in four could access treatment. Even of the 29% who had asked for help, only 13% were receiving treatment.

Additionally, many young people struggled to talk openly about any difficulties they may have been experiencing. Just 4% of boys / young men said they had openly talked about the things that upset them over the last 12 months, compared to 15% of girls / young women.

This survey data also showed that young people were cautiously optimistic about the future, which set the stage for Youth Mental Health Day's theme #StrideForward, which focused on building back confidence and positive mental health following the disruption caused by the pandemic.

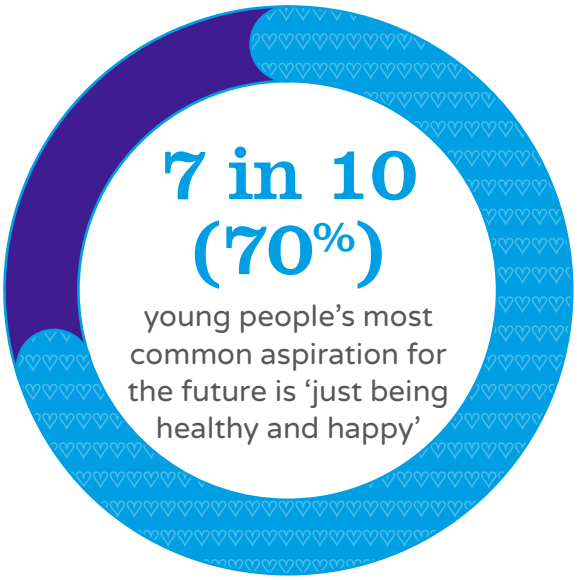
Increased and Escalating Demand for Mental Health services

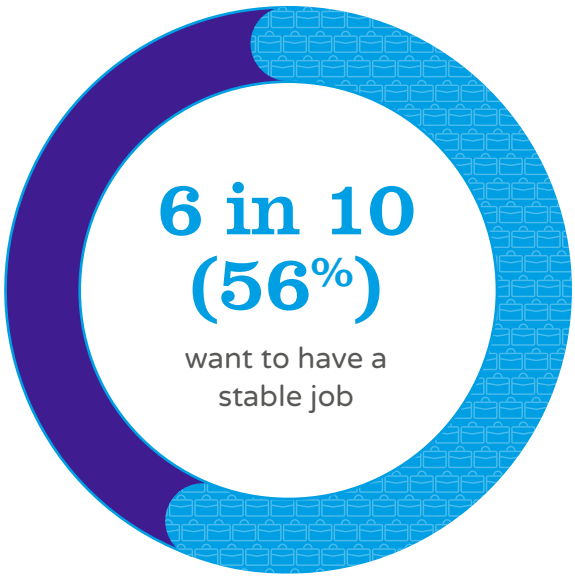
Towards the end of the reporting period, stem4 also looked inward to highlight the need for new strategy and funding in order to meet increased and escalating demand for mental health services for our nation's children and young people. Of the 455,000 British young people aged 12–25 who had downloaded and used a stem4 mental health app, only 41% were able to access

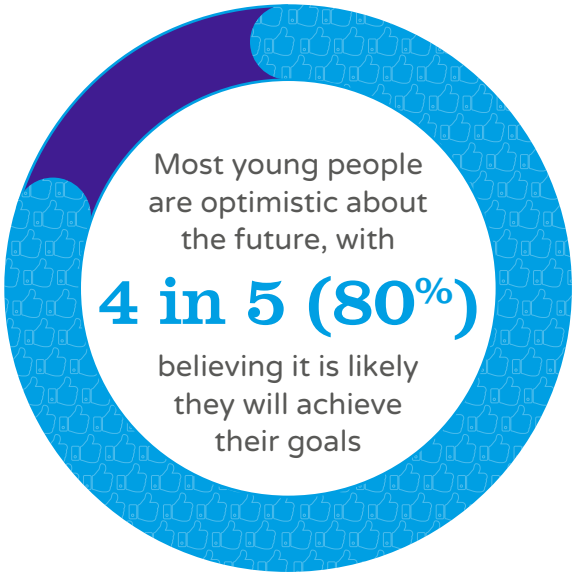
any form of help or treatment. Just in the summer holidays (July–September 2021), 100,000 young people used and downloaded stem4's library of mental health apps.

stem4's four NHS-approved apps use evidence-based strategies to support young people in the community to self-manage some of their mental health difficulties. They complement but are not a replacement for assessment and treatment by a health professional.

stem4 survey data in numbers







stem4 national survey of 1,000 young people aged 13–25, May, 2021

Youth Mental Health Day 2021

#YMHD

YOUTH MENTAL HEALTH DAY
7th September

In September 2021, stem4 hosted its second national Youth Mental Health Day (YMHD) to encourage understanding and awareness of mental health in young people, enabling them to live happy and healthy lives all year round. By getting everyone engaged in discussions about how to improve mental health, YMHD aimed to go beyond awareness and break the stigma surrounding mental health, tackling the heart of the issue.

The theme for 2021 was #StrideForward and the campaign focused on placing young voices front and centre of the conversation once more, as we emerged from the COVID-19 pandemic. YMHD 2021 invited young people across the country to reflect on how the past year had impacted their lives and share how they would #StrideForward and move towards positive mental health.

Youth Mental Health Day 2021 saw support from across the UK, from charitable community arms of top premier league communities, to key groups involved with young people such as the Universities and Colleges Admissions Service (UCAS); from national organisations like NHS England and The Princes Trust, to MPs such as Gerald Jones, Shadow Office Minister (Wales), and organisations like Mind and Stonewall.

YMHD in Numbers

7,700 views on the stem4 website on YMHD itself, which was a **362%** increase on the average no. of page views on a Tuesday in 2021 (**1,600+** page views)

YMHD 2021 saw a **24%** increase in stem4 website users and a **21%** increase in page views compared to YMHD 2020

The YMHD video had **6,500** impressions on Twitter, **24,500+** impressions on Instagram, and over **3,500** video views across other platforms

There were around **4K** posts on social media, mainly Twitter, with a reach of **29.5 million**

Number of people accessing stem4 resources:

15,000+

page views for the resources page

Number of people attending stem4 webinars:

700+

Number of app downloads:

700,000+

CALM HARM **488,000+**

CLEAR FEAR **163,000+**

COMBINED MINDS **22,000+**

MOVE MOOD **30,000+**

YMHD reach:

29.5 million

All figures calculated for the reporting period.

How You Got Involved

Though socialising and mixing slowly returned in 2021, fundraising and volunteering have remained hard and more needed than ever. However, the stem4 Team rose to the challenge and made the year a special one in support of teenage mental health.

Fundraising Despite the Odds: Southampton Marathon

In September 2021, a team of keen participants took on the Southampton Full and Half Marathon in support of stem4. The weekend was an excellent team building opportunity for the stem4 family and raised a fabulous £1,792. We are grateful to Diespeker & Co for sponsoring the team.

"What a real pleasure to be able to support my favourite charity by completing the Southampton Half. A great bunch of people (who were way fitter than me!) but more importantly, every step raised money to support young people who stem4 help on a daily basis. Thank you stem4 for all your work. – Lucy, a Southampton Half walker.

COVID-19 Safe Fundraising: Wishing Tree

As we entered a winter lockdown in December 2020, Ali Love and Julie Lenon, two local supporters, organised the first ever Wishing Tree event for stem4. Volunteers took to Wimbledon Common and visitors could write a message on a bauble to hang on one of the fir trees on the common in exchange for a donation to stem4. The event raised a total of £8,337. Thank you to Ali and Julie and all volunteers involved for organising this new event, which the stem4 Team is looking forward to taking over and continuing in winter 2021.

Throughout the year there have been countless amazing individuals who have taken on challenges to support and fundraise for stem4—from running a 5k every day, to hosting sponsored yoga and exercise classes, to donating profits from arts and crafts projects. We are thankful for each and every fundraiser and volunteer who chose to support teenage mental health with stem4 in 2020/2021.

Ones to Watch

In early 2020, Simon Calver and Tim Harris began the ambitious challenge of training to sail the Atlantic Ocean as part of the Talisker Whiskey Atlantic Row 2021. Simon and Tim are not rowers, just two friends with careers in business and finance looking to break out of their comfort zones, to push their limits and raise money in the process. Mental health impacts every one of us, and their mental health will arguably be more important than their physical health over the two months (or so) of the row. It is likely the process will forever change their lives, and positively help many teenagers change theirs as well from the money they raise.

Simon and Tim's commitment is extraordinary. A winter full of training, lockdowns, and a pandemic have all tried to hamper their efforts without success. They have been training hard, but there is a long way to go...3,000 nautical miles to be precise. It's going to be tough, but their preparation, teamwork, the ability to laugh at themselves (#nakedrowing #poobucket), and both mental and physical resilience will get them across the Atlantic. They started this phenomenal challenge with total dedication to completing the challenge with a phenomenal £100k pledge to stem4. As of September 2021, they have already raised nearly £85,000 of their £100k pledge. The team will set off on 12th December and we look forward to following their journey and are enormously grateful to the transformational impact their contribution will make towards our work.

Creating New Partnerships

It is important to stem4, as a growing organisation, to make new connections with other organisations, groups and individuals who share our vision.

Welcoming New Partnerships

Corporate Partnerships

In July 2021, stem4 was delighted to have been selected as Peel Hunt's Corporate Charity Partner for the coming two years. Peel Hunt is a specialist investment bank with highly rated, sector-aligned Research, Sales and Investment Banking teams, with a current retained corporate client list of around 150 listed companies, over 1,200 institutions who have signed up to receive its research, and a trading platform that makes markets in around 3,500 equity and fixed income products.

The partnership started with a walk around the City to launch their Summer Olympic Challenge. We are excited to get to know them better and raise the profile of the partnership.

> "We are really excited to partner with stem4 and are looking forward to organising a number of fundraising and challenge events in the coming months. We will be kicking off the partnership with an Olympic themed staff challenge this summer." – Peel Hunt.

stem4 is extremely grateful to have the opportunity to form this partnership together and looks forward to following and supporting their exciting events and activities.

New Ambassadors

Chapter 13

This year, we welcomed Chapter 13 to our team of stem4 Ambassadors. They are a band of four friends (aged 16–18) who met when performing in the School of Rock musical and went on to reach the semi-finals of Britain's Got Talent series 13. Their debut single 'Harder to Pretend', with a strong message about mental health, was used as part of the YMHD campaign and released on all platforms on 10 September (the day after YMHD 2021).

Sofia – Filmmaker

Sofia is an amazing young filmmaker who raised funds for stem4 from the premiere of her latest film. This remarkable young person has won several awards, including from the Cannes Film Festival and Montreal Independent Film Festival.

> "The apps that stem4 developed helped me when I was at my lowest (especially the Calm Harm app) so I chose to support stem4 through my film projects as a way to say thank you but also because it's the one charity I would advise anyone to use to learn about mental health. I don't know how to properly explain it, but even just the website itself is so much more inviting than any other of its kind; the colours and the way all the information is displayed make it easier to understand and navigate around. I really believe that the education and support at stem4, and the team that provides it, can and does save lives. I know that because it has saved mine.
> – Sofia, stem4 Supporter

Vaccine Partnerships

Community Partnerships Manager Rosie Adkins headed the Take5 anxiety management video roll-out in vaccination centres in Merton and, subsequently, in Sutton. As a volunteer in a vaccination hub herself, she could see the benefit of offering anxious individuals some extra support. She connected with Dr. Mohan Sekeram, who headed the South West London programme and who was wholly in support of the idea. In addition to the video, stem4 also created Take5 cards with simple instructions of the technique. The video and cards were initially trialled in three centres, with the videos being watched by 1,800 people per day.

Following reports from many people who told us that the technique helped reduce their anxiety, the video and cards were circulated to other local hubs, including some pharmacies. When the

announcement for the lowered age range for vaccinations was announced, Dr. Sekeram invited Dr. Krause to provide a talk to doctors, nurses, and volunteers in the hubs on best ways to manage anxiety in young people. The talk was very well received with one individual saying, 'The information we were provided with and this simple anxiety management technique should be available to every parent and school as well as health care provider.'

stem4 is grateful to South West London primary care, NHS provider trusts, community care services, pharmacy teams, local authorities, and the care sector in helping with distribution, enabling access by at least 100,000 people.

Partnering with the University of Surrey

stem4 analytics of app downloads showed us that there was increased use at times of student stress, for example, around exams and when A Level results were announced. In addition, we also noticed increased usage in those aged 18–25. As our Community Partnerships Manager, Rosie was keen to engage with universities in extending our offers to this group of young people and set up a pilot with a small group. stem4 were thrilled to be featured on the Surrey University Wellbeing Page as an external source with further work with universities underway– https://wellbeing.surrey.ac.uk/support-services

Fostering Fruitful Corporate Partnerships

This year stem4 has been grateful for the many corporate partners, small and large, who have committed to supporting teenage mental health as part of their Corporate Social Responsibility (CSR) initiatives. From local teams to the international sector, we welcome their enthusiasm, generosity, and interest in stem4.

Our partnership with CIBC continues to flourish and we are looking forward to our final Miracle Day event in December. They have had an amazing impact on stem4.

Trusts and Foundations

stem4 continues to strengthen its success from support by Trusts and Foundations to fund expanding project delivery and meeting core needs. We commit to strengthening our donor cultivation, stewardship, and communication plan and have a robust pipeline of funding opportunities to support continued growth.

stem4's Strategic Objectives

Consolidating, Developing, and Expanding Core Work

Our actions will:

- increase our digital resources, including staff and expertise.
- ensure clinical safety continues to be met and all compliance procedures continue to be followed.
- promote youth engagement and views through setting up a youth committee.
- measure the effectiveness of each app and the education programme.
- measure the effectiveness of COVID-19 resources and adaptations.
- adapt existing apps to further support COVID-19 impact.

Focusing on All Our Audiences—Young People, Their Parents and Carers, Schools and Health Professionals, and Especially the Most Vulnerable

Our actions will:

- develop new ways of ensuring our audiences receive the care and help they need.
- ensure decision makers, schools, health commissioners, and professionals better understand how to support these vulnerable groups.
- work with parents in the care and development of their young person's mental health and wellbeing, including working parents.
- explore new ways to involve and reach BAME, LGBTIQ+ communities, and other minority communities with high mental health needs.
- focus on diversity and inclusion (content, data, and products).

Focusing on Enhancing Mental Wellbeing

Our actions will:

- promote self-care of mental health and enhance peer-to-peer support in young people.
- develop links with schools to establish early protective factors and resilience tools.
- develop digital tools to help increase wellbeing.
- create national campaigns on enhancing resilience and wellbeing, such as Youth Mental Health Day.

Capacity Building through Considering a Business Arm to the Charity in Order to Increase Resource

Our actions will:

- provide clever growth of the organisation.
- develop a business arm to support growth.
- get resourcing right in order to increase organisational capacity.
- monetise current opportunities.
- demonstrate impact.

Extending Reach and Market Penetration of Existing Products

Our actions will:

- extend our reach beyond 100,000 young people per year.
- focus on our marketing resources and strategy to help us deliver our objectives.
- extend work with schools and colleges and explore extending work to the upper end of junior schools and universities.
- work with school nurses and GPs, School Mental Health Team professionals, and other primary care professionals to provide tools for early awareness and early intervention.
- find opportunities to work with statutory organisations such as the NHS, DfE, RCGP, and Public Health England.
- explore International opportunities such as the US, Canadian, and Australian market where app downloads are high.

stem4 Family

This year, the stem4 team has grown larger than ever!

We now have a CEO, 9 Trustees, and 9 members of the Management Team:

Dr. Nihara Krause
CEO

Caroline Cox
Head of Fundraising

Liz Davies
Finance Manager

Rita Nagy
Administrator / Project Manager

Philippa Beeson
Education Coordinator / Safeguarding Lead

Anna Clingan
Communications Coordinator

Katie Donell
Digital Lead

Rosie Adkins
Community Partnerships Manager

Yvette Nieslony
Lead Technical Officer / Data Protection Officer

Rachel Edwards
Digital Coordinator

Angela McKenzie

Debbie Ward

Katie Meech

Franz Ranero

Sthen Wiseman

Andrew Sales

Dr. Annie Murphy

Serkan Gurgin

Jo Manley

Thank You to Our Supporters

stem4 would like to extend sincere thanks and gratitude to the very many individuals, groups, schools, partners, grant makers, and volunteers who have helped make a difference this year. We couldn't have done it without you. We apologise for not being able to mention everyone individually as there are too many, but they include:

- CIBC
- Co-op Community Fund
- Waitrose Community Matters Wimbledon
- Peel Hunt LLP
- Allen & Overy
- Escapade Silverstone
- Arnold Clark Community Fund
- Banham Charitable Foundation
- WhoSki
- The Wimbledon Wishing Tree–Alli Love and Julie Lenon
- Books with a Conscience
- Doctor Care Anywhere
- Farmani Group
- Lexis Nexis
- SME Capital
- Stanmore Contractors
- The TK Maxx and Homesense Foundation
- Usborne Publishing Ltd
- Mizuho International plc
- Willis Re
- The MINDCRAFT–Tim Harris and Simon Calver
- The Andor Charitable Trust
- The Beaverbrook Foundation
- The Childwick Trust
- Edgar E Lawley Foundation
- Harris Charitable Trust
- Oxygen House Foundation
- Pastest Charitable Trust
- The Grace Trust
- London Dynamo
- FA Premier League
- Roehampton Club
- St George's Hospital Pharmacy
- Ursuline High School Wimbledon
- Wimbledon Women's Institute
- Sevenoaks Youth Council
- Diespeker & Co
- HMA Digital
- Merkle
- Senso Communications
- Terra Firma Media
- Videobop
- AWP Creatives
- Comic Relief
- Paul Hamlyn Foundation
- Postcode Neighbourhood Lottery
- Freestyle Print
- ORCHA
- NOMINET
- Generations Foundation
- Wimbledon Business Centre
- Wimbledon Windmilers
- Boomerang
- Pro Bono Economics

A huge thank you also to each and every individual who volunteered, took part in a fundraising event, sponsored, or supported stem4 in any personal capacity this year. We couldn't have done it without you.

Principal Risks and Uncertainties

The trustees have responsibility for reviewing the risk management process. In addition to the stem4 Strategic Risk Register to monitor progress on strategies to mitigate risks, there is a Clinical Risk Register for each of our digital products alongside a Hazard Log and an Operational Risk Register. Each risk is listed with an action, mitigation steps, and procedures. Risks include operational, financial, and reputational. Insurance cover is reviewed annually.

Our key risks at this time include:

1. Ongoing Implications of COVID-19

   The pandemic continues to have a significant impact on the nation's mental health. Around 8.5 million adults in the UK are predicted to need mental ill health support (The Centre for Mental Health 2020). This group will include not only young people aged 18–25, but also their parents and carers, as well as teachers and health care workers. The rise in children and young people's ill mental health continues to be 1 in 6 5–15 year olds, according to latest figures released by NHS Digital 2021. As demand grows, so does concern regarding the resources available to meet need. The pandemic has also revealed disparities of access to high quality mental health care, cultural suitability stigma, lack of parity and accessibility to diverse groups, as well as geographical disparities and ongoing discrimination and lack of awareness of mental health. The impact of loneliness and poverty on mental health, as well as the effects of long Covid on the population's mental health, is yet to be researched. Training opportunities for specialised mental health professions has reduced over the years and retention of all NHS workers was significantly impacted post-pandemic. Whilst there is certainly a place for digital products to extend capacity and enhance care, young people also need face to face contact to assess, engage, treat, and manage risk.

   Our digital delivery continues its accelerated progress but requires further resourcing in terms of staff, training, and time. Our progress in getting our products to the NHS has been hampered by having to focus on pandemic consequences and reduced access to NHS Trusts, Public Health England, and to GPs who have been fully involved in the COVID-19 response, including extensive immunisation programmes.

   With generous support from funders and the creativity of our Head of Fundraising, we have moved events and activities to digital. As well, the whole team, together with the backing of the trustees, has increased our digital capacity so that our position is significantly stronger than forecast at the start. Our financial monitoring and review remain diligent, and we are continuing to work towards meeting our capacity building plans to ensure we remain strong.

2. Safeguarding

   We are committed to protecting all young people who are involved with our charity alongside staff, volunteers, trustees, partner agencies, and the community with which we work. Due to the nature of our services, safeguarding is a day-to-day consideration in our activities and we work with child protection agencies where needed.

   In 2019–20, we reviewed our safeguarding practices across the charity and updated our safeguarding and digital safeguarding policies and processes to ensure we adapt and

continuously monitor and improve the way in which we safeguard people. This included reviewing our safeguarding framework for all our safeguarding work, appointing a dedicated Safeguarding Trustee and Designated Safeguarding Lead role, e-training our Designated Safeguarding Lead, as well as carrying out e-safeguarding training for all our trustees and staff. All staff, volunteers, and ambassadors have DBS checks.

3. Managing Our Data and Cyber Security

With cybercrime increasing all the time, failure to secure our information systems from attack could lead to loss of service, loss of data, and even put people at risk, leading to reputational damage, regulatory breach, and fines.

We have appointed a Data Security Officer who will work with our Digital Lead to provide oversight of our data and cyber security risk management, and all our staff and volunteers are required to follow IT policies and procedures. We are constantly reminded that cyber security is not just the responsibility of the Data Security Officer but a responsibility for us all to be aware of and act on. There are regular internal updates on cyber security risks and online data protection. We have recently and will continue to review our systems, policies, and procedures to ensure a privacy-led culture is embedded across the organisation and will look towards third party training and support next year.

4. Ensuring the Clinical Safety of our Apps

Clinical Safety is taken extremely seriously at stem4 and all our apps follow strict clinical safety guidelines and protocols, including Hazard Logs and mitigations which are reviewed annually. Whilst these have been done in collaboration with partner Ethos, Clinical Safety Specialists providing the clinical safety overview with Dr. Krause, stem4 decided to train an in-house team. The Digital Team was trained in understanding and implementing NHS standard DCB0129—Clinical Risk Management, whilst Dr. Krause was trained as an NHS standards recognised Clinical Safety Officer.

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stem4 FINANCES

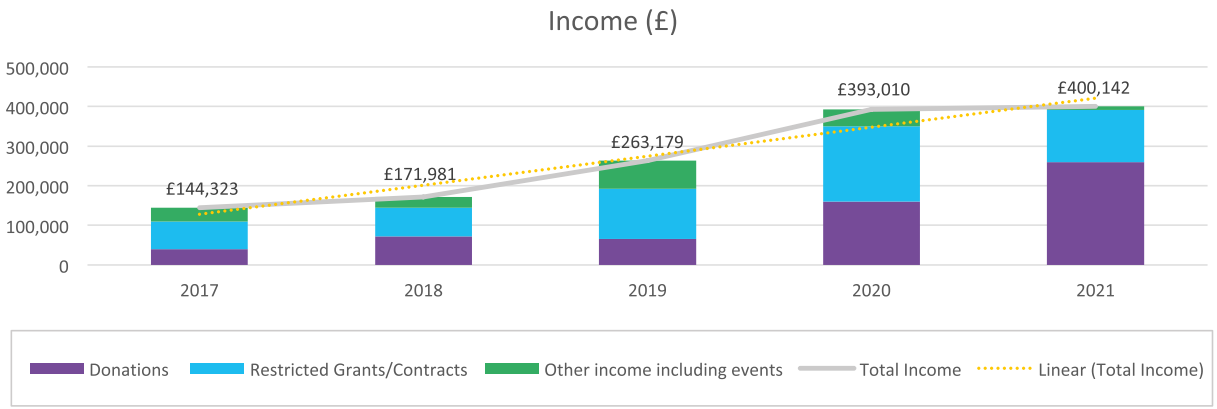
stem4 Finances

Where Our Money Comes From

We raise funds from a variety of sources. Having a diverse number of income streams is a very important part of our long term strategy. Grants, trusts, corporate partners, individual donations, and community fundraising all continue to play a key role in funding charitable activities.

stem4 is proud to have continued to demonstrate resilience and adaptability in response to the challenges faced by the pandemic. We are very grateful for the funding we have received from all our supporters and grantmakers.

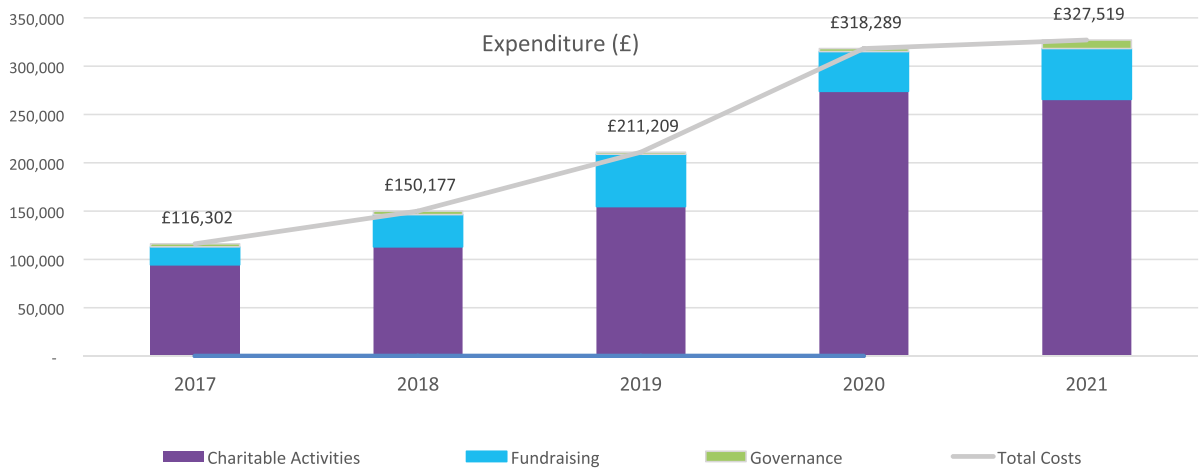
Looking ahead, we have grown enormously in the last few years and we will look for further 'clever' growth, including exploring commercial opportunities within the charity and through our newly-established business arm, stem4 wellbeing CIC. This will allow us to continue to invest in infrastructure and governance as we grow, and to support our core costs to allow us to sustainably deliver our charitable activities.



Where Do We Spend Our Money?

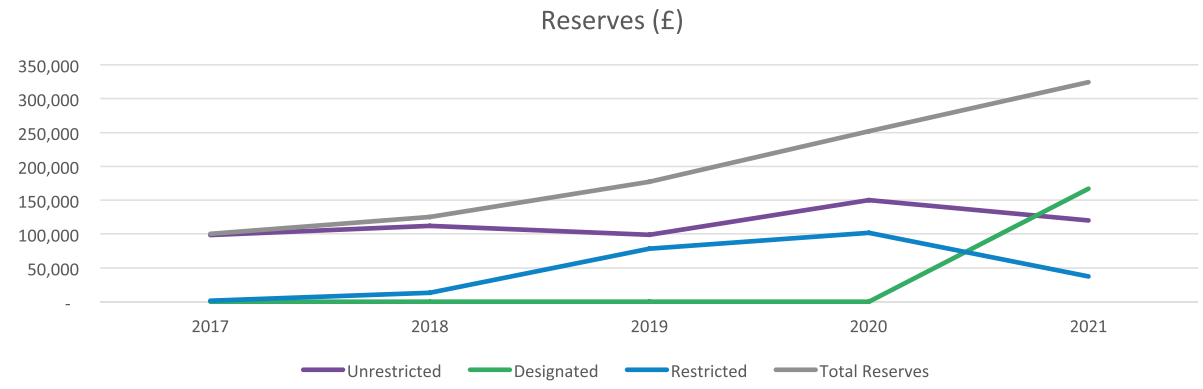
A high proportion is spent directly on charitable activities (85% in the last two years). Of this, 60–70% is spent on mental health apps (Calm Harm, Clear Fear, Combined Minds, and Move Mood). More recently, COVID-related support has been in demand and last year, 22% of spend went to supporting new initiatives. Education spend is a growing area, in particular digital delivery, with online conferences to parents, teachers, and health professionals and expanded use by schools of stem4's Head Ed teaching resource. We continue to invest in surveys, impact evaluations, and campaigns (e.g., Youth Mental Health Day), as well as key areas of governance, including clinical safety and safeguarding.

Looking ahead, in line with our strategic aims, we will continue to deliver on core existing programmes, expand in key areas of need, and invest in infrastructure to support growth.



Our Reserves

We understand the importance as a charity of building a strong reserve base. Our reserves are pivotal as a strategic enabler for us to continue to fund our growing number of digital products, our education programme, and targeted projects. stem4's trustees monitor reserves closely, balancing the need to maintain levels in line with reserves policy against the application of funds to planned charitable work. In 2021, the trustees reviewed future projects and designated unrestricted funds above the reserves policy towards these areas.



stem4's independently reviewed Report and Accounts for the year ended 30th September 2021 can be found on pages 31 to 57.

Charity Registration No. 1144506

Company Registration No. 07779151 (England and Wales)

STEM4 LIMITED

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2021

STEM4 LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr N S Krause	
	Mr F J Ranero	
	Mr A G Sales	
	Ms D V Ward	
	Ms S E Wiseman	
	Dr A Murphy	(Appointed 22 March 2021)
	Mr S Girgin	(Appointed 13 September 2021)
Charity number	1144506	
Company number	07779151	
Registered office	51 St Georges Road Wimbledon London SW19 4EA	
Independent examiner	Azets Audit Services Ashcombe Court Woolsack Way Godalming Surrey United Kingdom GU7 1LQ	

STEM4 LIMITED

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STEM4 LIMITED

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2021

The trustees present their report and financial statements for the year ended 30 September 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements 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) (effective 1 January 2019)".

Objectives and activities

The charity has established expenditure to achieve its objectives for public benefit to improve the lives of young people through early detection and intervention of common mental health problems – eating disorders, anxiety & depression, self-harm and addiction.

stem4 provides a direct response to the growing number of young people being affected by these conditions and the goal is to empower them to make positive changes early in their lives to prevent enduring physical and psychological effects as well as offer them evidence-based early intervention to help manage their symptoms either as they wait for treatment or as possible treatment if they do not meet the threshold required for help. The coronavirus pandemic has significantly impacted on the mental health of children and young people, with isolation, bereavement, loss of learning opportunities, changes in interpersonal connections and worsening mental ill health because of the lack of access to services. Devastating racial inequalities have also been noticed because of the pandemic with mental ill health impact rising in these communities

We review the forecast expenditure annually to ensure that it reflects the charity's objects and thereby advances public benefit. The beneficiaries of our programme are ultimately young people and those at risk of developing mental ill health in the future as well as their families and their schools. We also offer mental health training in conference format to GPs and school nurses to increase the network of early support.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

During the year the charity has continued to expand its digital offerings, supporting more young people, as set down in the business plan. COVID19 related support has been a focus with additional resources added to the website, several webinars and resources for parents, resources for young people and coaches associated with sports clubs, translations of COVID19 booklets into 6 different languages for young people and parents, work with schools and colleges with diverse populations, creating a short video to help young people and their families who were anxious about getting the vaccination to learn to relax available in local vaccination centres and additional videos and booklets on how to use the stem4 apps safely and effectively over the pandemic. A number of coronavirus support funds supported stem4 in these endeavours including the National Lottery Fund, the National Postcode fund, extended Comic Relief COVID19 fund as an extension to those charities who had received a Tech for Good Fund and Wooden Spoon a rugby grant-giving association. There has continued to be an increased focus on promoting awareness including Youth Mental Health Day in September 2021.

The charity extended its collaborations with third parties to provide customised, licensed versions of the 'Calm Harm' and 'Clear Fear' apps to support specific user groups in managing self-harm and anxiety in more localised settings. These included existing licensee as well as a new partnership with 'Good Thinking' a digital platform set up in collaboration with NHS North and East Trusts supported by the Mayor of London for young Londoners and their families. Good Thinking have three licensed stem4 apps, Clear Fear, Combined Minds and Move Mood.

Two new apps were developed in the year - 'Combined Minds' for families and friends, funded by individual donations, and the 'Move Mood' (depression) app funded through a Tech for Good grant from Comic Relief/ Paul Hamlyn. The stem4 digital portfolio has flourished with the release of the Move Mood app at the start of 2021. There was an escalation of downloads of Head Ed and Head Ed Light for home learning recommended by the Department of Education COVID19 home learning resources hub. Oak Education, an extensive home learning portal for primary schools also featured stem4 education resources and Surrey University engaged in including stem4 resources in their student mental health portal. stem4 were delighted to welcome a new community partnerships manager who enabled several joint working projects including with a pilot group of universities, education resources and immunisation centres.

The stem4 digital team developed expertise in clinical safety through training offered by NHS accredited company Ethos. This means that the clinical safety standards required for each app can now be developed and monitored in-house. stem4 have also worked with a postgraduate researcher with the University of Adelaide on penetration testing of our apps which have all met safety standards.

Two national surveys carried out for stem4 by Senso on young people's mental health impacted by the pandemic and a teacher survey made it to many national and international newspapers, journals and news channels and stem4 were proud to report back based on the results of research carried out on our behalf by Probono Economics on the health economic costs of waiting lists on statutory services. We continue to progress the NHS ethics approved research study, being carried out for stem4 by research organisation Informed Thinking into the effectiveness of Clear Fear.

During the year, the charity was recognised for its work, winning the 2021 Digital Health Tech News award.

The charity held a virtual AGM in the year confirming the appointment of a new trustee and reappointing Azets as accountants to perform the charity's independent review.

Financial review

Total income for the year to 30 September 2021 was £400,142 (2020: £393,010) with associated expenditure of £327,519 (2020: £318,289) giving a surplus for the year of £72,623 (2020: £74,721).

Income increased by £7,132. Donations in the year were gratefully received from individuals, schools, corporates, trusts, and local community groups. Grant funding helped to further drive COVID-related support and extend the reach of stem4 digital products. In addition, the charity continued to generate new funding from contracts providing customised versions of their apps to service providers.

Expenditure rose by £9,230. This was in line with planned developments as well as funded projects, including the charity's multi-targeted response to COVID-19.

Total Funds at 30 September 2021 were £324,567 (2020: £251,944). Restricted Funds fell to £37,709 (2020: £101,896) reflecting the delivery in the year of a number of time-critical projects particularly COVID-related support. Unrestricted Funds rose to £286,858 (2020: £150,048) reflecting the significant commitment of our donors in addressing the urgent need to support Young People, Parents, Teachers and Health Professionals and the value of stem4's digital offerings.

Designated Funds: stem4's trustees monitor reserves closely, balancing the need to maintain levels in line with reserves policy against the application of funds to planned charitable work. Funds over the charity's reserve policy of £120,000 have been designated by trustees. £116,858 has been designated to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools, and £50,000 to the organisational growth needs of the charity. These funds expect to be expended in the next 12-18 months.

The charity's cost base continues to grow as new apps and digital education services are released with associated maintenance, quality control and clinical risk management, effectiveness evaluation and support requirements including the incorporation of feedback from the fast-growing user base. The charity continues to adapt and explore regular, sustainable funding initiatives to support the provision of its expanded portfolio of products and services and future growth plans and in September 2021 established a subsidiary, stem4 wellbeing CIC, to harness further opportunities and to provide financial support back to the charity.

The charity would like to thank individuals, schools, corporates and grant-makers for their important support in the year as well as the organisations that have generously offered their services on a pro-bono basis.

Reserves policy
The trustees aim to maintain a sufficient level of free reserves in unrestricted funds to safeguard the organisation, protect options for future development and to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community
- To ensure that delays in the receipt of expected income do not interrupt services or cause serious financial difficulty for the charity; and
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

The trustees review reserves at least quarterly and the policy threshold annually to ensure that there are sufficient funds to maintain the charity's financial stability and ongoing development. The current policy approved in July 2021 requires target free reserves to be maintained to cover six months' unrestricted operational expenditure. The trustees consider this to be the best way of furthering the charity's objectives. After making allowance for any restricted funds, and funds designated by trustees, the charity's free reserves at 30 September 2021 were £120,000. This aligns to the trustees' policy for reserves.

Risk management
The trustees have considered the major risks to which the charity is exposed. They have reviewed the risks as well as the policies, procedures, systems and controls in place to mitigate these risks.

Plans for future periods
The charity aims to consolidate, develop and expand core work. On the education side, this will include developing further links with schools, colleges and other educational institutions. Focus will be to widen our educational remit through the Head Ed digital programme that can be used in schools by teachers and by continuing to provide face-to-face mental health literacy through digital and where pandemic rules permit, real life conference and training programmes to our various audiences – students, parents and carers, teachers, health care professionals. We will continue to evaluate the effectiveness of the education programme through educator surveys and feedback and explore potential funding opportunities.

On the mental health app side, we will endeavour to establish links with the NHS, other health organisations, compatible charities, corporates. We will continue to evaluate, update effectiveness and workings of as well as provide efficacy data on existing digital products and explore further additions to our app portfolio based on need. We will also follow through with continuing to offer clinical safety and effectiveness to the highest standards through following ongoing developments in digital safety and aim to seek to develop ongoing collaborative work with statutory providers in health and education.

The work we have done during the pandemic has strengthened our focus on communities where there are high levels of need including BAME and LGBTQ+ communities and we have expanded the numbers of schools/colleges we work with. We will continue to develop the work we offer to these communities and expand reach and impact. We anticipate the need for significant support and rehabilitation work to help children and young people's mental health recover post pandemic and are preparing to assess need and provide support for emerging conditions, especially in the light of traditional resources such as the NHS being further stretched.

We will continue to work co-collaboratively in order to co-produce our resources and will develop our community support functions. We will also look to promote youth engagement and views through forming a Youth Committee and by adding to our digital and clinical teams.

We will aim to specifically extend reach and market penetration of existing resources with a continued goal to reach 100,000 of our audience annually. We have a range of plans to help with this including expanding the age ranges we work with including universities and the upper end of junior schools as well as different population groups, especially those most vulnerable and who lack access to high quality mental health support. We will focus further on our marketing, digital marketing and social media and communication strategies and explore more opportunities in areas where our app downloads are high. We will continue to be the hosts of National Youth Mental Health Day annually as well as release at least two national research surveys per year.

We will develop the newly-established CIC arm of the charity as part of our growth and sustainability model and work towards resourcing it to be operational. In addition to mental ill health, we will have further clear focus on enhancing and developing well-being and resilience, especially post pandemic, and will develop a clear recovery plan to help support the growth of positive mental health in the communities we work with. This will require additional team resources and a larger office space.

The charity will continue to be compliant with data change regulations and update all relevant policies as required. This will include relevant training and updates on data protection, GDPR and cybersecurity.

The charity has taken steps to provide safeguarding training to all stem4 members including trustees and ambassadors, as well as review and agree on safeguarding protocols and procedures. There is a clear digital safeguarding policy, a safeguarding log, a trustee with safeguarding responsibility and the designated safeguarding lead (DSL) receives ongoing training and supervision from a specialist safeguarding consultant. A commitment to an annual safeguarding training programme has also been made.

The charity is also taking steps to have training in clinical safety management for our apps and will have a training programme to have an internal clinical safety officer, data protection and compliance officer as well as agreed clinical risk management protocols and procedures validated by an NHS approved body.

Structure, governance and management

The Trust is a registered charity (number 1144506) and a limited company (number 07779151). The charity was established through active fundraising and seeks to continue the charitable work through the careful stewardship of fundraised resources.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr N S Krause	
Ms A C McKenzie	(Resigned 7 February 2022)
Ms C T C Meech	(Resigned 14 September 2021)
Mr F J Ranero	
Mr A G Sales	
Ms J L Trainor	(Resigned 31 December 2020)
Ms D V Ward	
Ms S E Wiseman	
Dr A Murphy	(Appointed 22 March 2021)
Mr S Girgin	(Appointed 13 September 2021)

Under its Articles of Association, the charity is able to appoint new trustees and re-elect existing trustees. At each annual general meeting, one third of the existing trustees who have been longest in the office since their last appointment must retire by rotation and are required to be replaced by new trustee appointments. Trustees who are up for retirement can be recommended for re-election by the other trustees at each annual general meeting. The Articles of Association provides for a minimum of 3 trustees, subject to no maximum limit. Without prejudice to the trustee rotation process, new trustees may be appointed at any time by way of an ordinary resolution of the trustees during a general meeting.

At the quarterly trustees' meetings, the trustees agree the broad strategy and areas of activity for the Charity, including consideration of service development, investment, reserves and risk management policies and performance. The specifics of service development, delivery and outcome evaluation are led by the Chairman and CEO.

The trustees formally approved arrangements complying with the ICSA guide 'Recruitment, Appointment and Induction of Charity Trustees'. The trustees have also developed a code of conduct for stem4 trustees, including formal statements of roles and responsibilities and provision for trustee training. The final decision about the selection of new trustees and committee members is a matter for the trustees.

On appointment new trustees sign a model trustee declaration statement committing them to giving their time and expertise. The induction process has been changed to follow the ICSA good practice guide with a formal induction programme for any newly appointed trustee which includes an initial meeting with the Chair and trustees; this includes discussion of the powers and responsibilities of the trustee board and the committee. The welcome pack includes a brief history of the charity, trustee board and committee minutes, a copy of the annual report and accounts, a copy of the governing trust deed and a copy of the Charity Commission's guidance 'The Essential Trustee: What You Need to Know' and 'Charities and Public Benefit'.

All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in a note to the accounts. Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the Trust's policy, withdraw from decisions where a conflict of interest arises.

The charity is a member of the Merton Voluntary Sector (MVS). The MVS provides helpful information on good practice, changes in the law affecting charities and acts as an authoritative lobby on behalf of the charitable foundations with the government and regulators for voluntary organisations based in Merton.

The Trustees report was approved by the Board of Trustees.

.....

Dr N S Krause

Dated: 18 May 2022

STEM4 LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF STEM4 LIMITED

I report to the trustees on my examination of the financial statements (which comprise the Statement of Financial Activities, Balance and related notes) of stem4 Limited (the charity) for the year ended 30 September 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.

Debra Saunders
FCA
Azets Audit Services
Ashcombe Court
Woolsack Way
Godalming
Surrey
GU7 1LQ
United Kingdom

Dated: 24 May 2022

STEM4 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Current financial year

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
Income from:						
Donations and legacies	**2**	263,003	-	-	263,003	159,571
Charitable activities	**3**	9,057	-	128,082	137,139	233,439
Total income		272,060	-	128,082	400,142	393,010
Expenditure on:						
Raising funds	**4**	(52,427)	-	-	(52,427)	(40,329)
Charitable activities	**5**	(128,643)	-	(146,449)	(275,092)	(277,960)
Total resources expended		(181,070)	-	(146,449)	(327,519)	(318,289)
Net incoming/(outgoing) resources before transfers		90,990	-	(18,367)	72,623	74,721
Gross transfers between funds		(121,038)	166,858	(45,820)	-	-
Net (expenditure)/income for the year/ Net movement in funds		(30,048)	166,858	(64,187)	72,623	74,721
Fund balances at 1 October 2020		150,048	-	101,896	251,944	177,223
Fund balances at 30 September 2021		120,000	166,858	37,709	324,567	251,944

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.

STEM4 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Prior financial year

	Notes	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:				
Donations and legacies	**2**	159,571	-	159,571
Charitable activities	**3**	43,447	189,992	233,439
Total income		203,018	189,992	393,010
Expenditure on:				
Raising funds	**4**	(36,250)	(4,079)	(40,329)
Charitable activities	**5**	(123,705)	(154,255)	(277,960)
Total resources expended		(159,955)	(158,334)	(318,289)
Net incoming/(outgoing) resources before transfers		43,063	31,658	74,721
Gross transfers between funds		8,320	(8,320)	-
Net (expenditure)/income for the year/ Net movement in funds		51,383	23,338	74,721
Fund balances at 1 October 2019		98,665	78,558	177,223
Fund balances at 30 September 2020		150,048	101,896	251,944

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.

STEM4 LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	9		3,980		6,786
Investments	10		100		-
			4,080		6,786
Current assets					
Debtors	12	5,758		31,334	
Cash at bank and in hand		334,320		266,214	
		340,078		297,548	
Creditors: amounts falling due within one year	13	(19,591)		(52,390)	
Net current assets			320,487		245,158
Total assets less current liabilities			324,567		251,944
Income funds					
Restricted funds	15		37,709		101,896
Unrestricted funds					
Designated funds		166,858		-	
General unrestricted funds		120,000		150,048	
			286,858		150,048
			324,567		251,944

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 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 18 May 2022

.....
Dr N S Krause
Trustee

Company Registration No. 07779151

1 Accounting policies

Charity information

stem4 Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 51 St Georges Road, Wimbledon, London, SW19 4EA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, 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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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.

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.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1 Accounting policies **(Continued)**

The charity receives government and other grants in respect of specific projects. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds includes of fundraising events and production of goods for resale.

Expenditure on charitable activities includes delivery of projects including provision of mental health education and development of software applications.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on the same basis.

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:

Office equipment	25% per annum, straight-line basis

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 net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

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 Accounting policies **(Continued)**

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

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 Donations and legacies

	2021	2020
	£	£
Donations and gifts (all unrestricted)		
Donations received	256,092	155,551
Gift aid received	6,911	4,020
	263,003	159,571

3 Charitable activities

	2021	2020
	£	£
Activities for generating funds	137,139	233,439
Analysis by fund		
Unrestricted funds - general	9,057	43,447
Restricted funds	128,082	189,992
	137,139	233,439

4 Raising funds

	Unrestricted funds general 2021 £	Unrestricted funds general 2020 £	Restricted funds 2020 £	Total 2020 £
Fundraising and publicity				
Staging fundraising events	1,255	3,749	-	3,749
Other fundraising costs	3,741	-	-	-
Support costs	47,431	32,426	4,079	36,505
Fundraising and publicity	52,427	36,175	4,079	40,254
Support costs				
Support costs	-	75	-	75
	52,427	36,250	4,079	40,329

5 Charitable activities

	2021 £	**2020 £**
Charitable activities	120,373	165,602
Share of support costs (see note 6)	145,444	109,405
Share of governance costs (see note 6)	9,275	2,953
	275,092	277,960
Analysis by fund		
Unrestricted funds - general	128,643	123,705
Restricted funds	146,449	154,255
	275,092	277,960

6 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Staff costs	142,215	-	142,215	97,246	-	97,246
Depreciation	3,949	-	3,949	3,664	-	3,664
Computer expenses	9,762	-	9,762	6,596	-	6,596
Telephone	526	-	526	471	-	471
Other support costs	97	-	97	1,482	-	1,482
Sundry expenses	1,731	-	1,731	640	-	640
Printing, stationery and postage	831	-	831	842	-	842
Travel and subsistence	51	-	51	1,025	-	1,025
Advertising	7,680	-	7,680	10,773	-	10,773
Insurance	1,774	-	1,774	1,141	-	1,141
Office rent costs	19,269	-	19,269	19,750	-	19,750
Other staff costs	4,990	-	4,990	2,280	-	2,280
Independent examination fees	-	1,536	1,536	-	1,560	1,560
Professional fees	-	2,733	2,733	-	300	300
Other governance costs	-	5,006	5,006	-	1,168	1,168
	192,875	9,275	202,150	145,910	3,028	148,938
Analysed between						
Fundraising	47,431	-	47,431	36,505	-	36,505
Trading	-	-	-	-	75	75
Charitable activities	145,444	9,275	154,719	109,405	2,953	112,358
	192,875	9,275	202,150	145,910	3,028	148,938

7 Trustees

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

Travelling expenses of £nil (2020 - £1,111) were reimbursed to Dr. N Krause, a trustee, during the year.

8 Employees

The average monthly number of employees during the year was:

2021 Number	2020 Number
8	5

8 Employees (Continued)

Employment costs	2021	2020
	£	£
Wages and salaries	135,070	94,465
Social security costs	4,559	1,063
Other pension costs	2,586	1,718
	142,215	97,246

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2020 - none).

9 Tangible fixed assets

	Office equipment
	£
Cost	
At 1 October 2020	18,881
Additions	1,143
At 30 September 2021	20,024
Depreciation and impairment	
At 1 October 2020	12,095
Depreciation charged in the year	3,949
At 30 September 2021	16,044
Carrying amount	
At 30 September 2021	3,980
At 30 September 2020	6,786

10 Fixed asset investments

	Other investments
Cost or valuation	
At 1 October 2020	-
Additions	100
At 30 September 2021	100
Carrying amount	
At 30 September 2021	100
At 30 September 2020	-

Other investments comprise:	Notes	2021 £	2020 £
Investments in subsidiaries	11	100	-

11 Subsidiaries

Details of the charity's subsidiaries at 30 September 2021 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	% Held Indirect
stem4 wellbeing CIC	England and Wales	Community Interest Company	Ordinary Shares	100.00	

stem4 wellbeing CIC was incorporated on 12 October 2020.

12 Debtors

Amounts falling due within one year:	2021 £	2020 £
Trade debtors	-	24,400
Other debtors	1,914	3,112
Prepayments and accrued income	3,844	3,822
	5,758	31,334

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	15,647	49,675
Other creditors	2,444	1,185
Accruals and deferred income	1,500	1,530
	19,591	52,390

14 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £2,586 (2020 - £1,718).

15 Movement in Funds

Current year

		Movement in funds			
	Balance at 1 October 2020	Incoming resources	Resources expended	Transfers	Balance at 30 September 2021
	£	£	£	£	£
Restricted funds					
Generations Foundation	-	19,226	(14,419)	-	4,807
Comic Relief/Paul Hamlyn Tech for Good (MM)	4,279	-	(4,279)	-	-
Leeds Calm Harm	11,280	-	-	(8,460)	2,820
Comic Relief COVID Recovery	29,641	8,000	(37,641)	-	-
Nominet Reset Mental Health	44,280	7,700	(30,178)	-	21,802
National Lottery Community Fund	10,000	-	(10,000)	-	-
Wimbledon Community Fund	2,416	-	(2,416)	-	-
Good Thinking	-	48,000	(27,540)	(20,460)	-
BNB	-	8,500	(220)	-	8,280
Other contracts	-	16,900	-	(16,900)	-
Postcode Lottery	-	19,756	(19,756)	-	-
Total restricted funds	101,896	128,082	(146,449)	(45,820)	37,709
Unrestricted funds					
Designated funds:					
Digital Projects Fund	-	-	-	116,858	116,858
Organisational Growth Fund	-	-	-	50,000	50,000
Total designated funds	-	-	-	166,858	166,858
General fund	150,048	272,060	(181,070)	(121,038)	120,000
Total unrestricted funds	150,048	272,060	(181,070)	45,820	286,858
Total funds	251,944	400,142	(327,519)	-	324,567

Restricted funds

The Generations Foundation relates to funding provided for office rent.

Comic Relief & Paul Hamlyn Foundation Tech for Good Grant (MM) relates to funding provided for the Depression Management App, Move Mood.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

Nominet Reset Mental Health relates to funding awarded to drive digital capacity, marketing outreach, and impact study to reach even more young people and drive sustainability.

Comic Relief COVID and National Lottery were funds provided for a resource translation programme to deliver materials to support parents and students in communities heavily impacted by COVID.

15 Movement in Funds **(Continued)**

Postcode Lottery relates to funding for adaptations to mental health resource for targeted community support during the pandemic.

BNB relates to funding for a new digital development focusing on building resilience and supporting wellbeing.

Good Thinking relates to licences for Combined Minds, Clear Fear and Move Mood apps.

Other contracts are funds for a version of the Clear Fear app tailored to support the customer's users manage anxiety in a specific setting.

Wimbledon Community Funds were provided for stem4 to deliver a conference for Merton and Wandsworth parents/carers.

Designated Funds

Digital Projects relates to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools.

Organisational Growth relates to the onboarding additional staff as the charity continues to grow.

These funds expect to be expended in the next 12-18 months.

15 Movement in Funds **(Continued)**

Prior year

		Movement in funds			
	Balance at 1 October 2019	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 30 September 2020**
	£	**£**	**£**	**£**	**£**
Generations Foundation	2,870	16,022	(18,892)	-	-
Comic Relief/Paul Hamlyn Tech for Good (MM)	46,350	14,750	(56,821)	-	4,279
Community Foundation for Surrey	2,708	-	(2,708)	-	-
Leeds Calm Harm	19,600	-	-	(8,320)	11,280
Head Ed (Big Give)	7,030	-	(7,030)	-	-
Comic Relief COVID Recovery	-	32,000	(2,359)	-	29,641
Nominet Reset Mental Health	-	69,300	(25,020)	-	44,280
National Lottery Community Fund	-	10,000	-	-	10,000
CAF Coronavirus Emergency Fund	-	4,000	(4,000)	-	-
Other contracts	-	35,920	(35,920)	-	-
Wimbledon Community Fund	-	3,000	(584)	-	2,416
Wooden Spoon Emergency Funding	-	5,000	(5,000)	-	-
Total Restricted Funds	78,558	189,992	(158,334)	(8,320)	101,896
Unrestricted funds					
Designated funds:					
Digital Project Fund	-	-	-	-	-
Organisational Growth Fund	-	-	-	-	-
Total designated funds	-	-	-	-	-
General fund	98,665	203,018	(159,955)	8,320	150,048
Total unrestricted funds	98,665	203,018	(159,955)	8,320	150,048
Total funds	177,223	393,010	(318,289)	-	251,944

16 Analysis of net assets between funds

	Unrestricted funds 2021 £	**Designated funds 2021 £**	**Restricted funds 2021 £**	**Total 2021 £**	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 30 September 2021 are represented by:							
Tangible assets	3,980	-	-	3,980	5,281	1,505	6,786
Investments	100	-	-	100	-	-	-
Current assets/(liabilities)	115,920	166,858	37,709	320,487	144,767	100,391	245,158
	120,000	166,858	37,709	324,567	150,048	101,896	251,944

17 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

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