

Trustees' Annual Report for the Year Ending 31st March 2024

Stepping Stones Community Organisation

75 Raymond Street, Hanley, Stoke-on-Trent, ST1 4DP

Introduction

The trustees of Stepping Stones Community Organisation are pleased to present the annual report for the year ending 31st March 2024. This year has been one of profound impact, strategic growth, and resilience, as we have expanded our programmes to meet the ever-evolving needs of our communities. Our work continues to focus on advancing education, training, social welfare, and well-being, with a commitment to supporting those most in need.

Through tailored interventions, strong partnerships, and evidence-based strategies, we have seen transformative changes in the lives of individuals and families. The following report reflects our journey, achievements, and the meaningful outcomes we have delivered over the past year.

Key Achievements in 2023-2024

Early Years & Nursery Development

Our nurseries have remained a beacon of early childhood education, providing high-quality care and learning in a nurturing environment. We have extended our reach to families from low-income backgrounds, ensuring their children receive equal opportunities to thrive.

This year, we expanded our early years provision by increasing available spaces in response to growing demand. Our commitment to inclusive education has seen us implement specialised programmes for children with additional learning needs, ensuring **individualised learning plans** tailored to their development. We have also worked closely with families to provide holistic support, including parenting workshops, early language development sessions, and guidance on school transitions.

Case Study: Supporting Language Development

One of our nursery attendees, a child from a recently resettled refugee family, struggled with language barriers and social integration. Through our tailored bilingual learning support and interactive play therapy, this child not only developed confidence but was also able to transition smoothly into primary school, where they are now excelling. The support offered not only benefited the child but also equipped their parents with language skills to engage with educational settings effectively.

We have strengthened partnerships with local primary schools to develop transition strategies that prepare children for formal education. These partnerships have resulted in joint initiatives such as **storytelling exchanges, transition days, and curriculum alignment discussions**, ensuring children from our nursery arrive at school confident and ready to learn.

Community Education and Training

Education is at the heart of empowerment. This year, our education and training programmes have expanded, allowing individuals from all backgrounds to gain skills that will improve their employment prospects and social mobility.

Our **English for Speakers of Other Languages (ESOL) programme** has grown significantly, with more than 200 learners completing different levels of language training. Recognising the need for tailored approaches, we introduced **women-only ESOL sessions**, enabling greater participation for women from culturally and linguistically diverse (CALD) backgrounds who may face additional barriers to education.

- **Vocational Training:** This year, we have introduced vocational training in partnership with local businesses, offering pathways into hospitality, retail, and construction.
- **Digital Literacy & IT Skills:** With the increasing importance of digital accessibility, we have rolled out free training sessions for adults to improve their **computer literacy, online safety awareness, and access to online services**.
- **Accredited Exam Centre:** Our accredited exam centre has provided opportunities for over 150 learners to gain qualifications in core subjects such as **Maths, English, and IGCSE Arabic**.

Case Study: Overcoming Barriers to Education

A single mother who had previously dropped out of education due to domestic abuse was supported through our **Employment and Skills Training Programme**. With tailored mentoring, childcare support, and skills training, she has now secured stable employment, providing a better future for her family. She is now completing a Level 3 Teaching Assistant qualification and aims to work in local schools supporting bilingual children.

Health & Well-being Programmes

Recognising the intrinsic link between health and community well-being, we have significantly expanded our mental and physical health initiatives.

- **Mental Health Support:** We launched culturally appropriate counselling services and well-being workshops, ensuring accessibility for CALD communities.
- **Sports and Physical Activities:** Our badminton and football programmes for young people and adults have provided an outlet for socialisation and mental health support.
- **Women's Health Programmes:** A focus on breast cancer awareness, menopause support, and maternal health education.

Case Study: Breaking the Stigma Around Mental Health

A young male from our community, who was struggling with severe anxiety and social isolation, was referred to our support group by a concerned teacher. Through our structured **well-being and sports programme**, he has developed coping mechanisms, built friendships, and is now advocating for youth mental health awareness in his school.

Family and Social Support Services

In response to rising economic hardship, we have reinforced our **family and social support services**, ensuring no family is left without assistance.

- **Food & Hygiene Pack Distribution:** Over 1,000 food parcels delivered to families in need.
- **Parenting Support Workshops:** Helping parents navigate challenges through structured guidance.
- **Financial Literacy for Women:** Training on budgeting, savings, and economic empowerment.

Case Study: Supporting Families in Crisis

A newly arrived asylum-seeking family faced significant challenges, including financial instability and isolation. Our support team provided immediate relief through **food distribution and housing support** while integrating them into community programmes. Today, the family is engaged in local education and employment initiatives, with the children excelling in school.

Infrastructure and Capital Developments

To accommodate our expanding services, we have undertaken significant infrastructure improvements.

- **Braithwaite Road Project:** This development has transformed a vacant site into a **community hub**, offering childcare facilities, education spaces, and a multi-use hall.
- **Building Renovations:** Upgraded our community centre to enhance accessibility and sustainability.

Case Study: Transforming Spaces for Community Growth

Our investment in infrastructure has already borne fruit. A local grassroots organisation, struggling to find a suitable meeting space, is now using our **community hub** to run vital social support groups, extending their reach and impact.

Looking Ahead

Building on the momentum of 2023-2024, our priorities for the coming year include:

- **Expanding our childcare provision**, particularly for families experiencing crisis.
 - **Broadening our skills development programmes**, focusing on economic sustainability.
 - **Advancing mental health services**, increasing outreach for youth and marginalised women.
 - **Strengthening policy advocacy**, ensuring the voices of CALD communities are represented at decision-making levels.
-

Conclusion

Stepping Stones Community Organisation remains steadfast in its commitment to **empowering individuals and strengthening communities**. Over the past year, we have demonstrated our

ability to adapt, innovate, and create lasting impact through education, advocacy, and direct support.

As we move forward, we will continue to foster **inclusive growth**, ensuring that every person, regardless of their background, has the opportunity to thrive. We extend our heartfelt gratitude to our dedicated team, partners, and volunteers, whose unwavering commitment has made this progress possible.

This report is presented on behalf of the Trustees as a reflection of the achievements and impact of Stepping Stones Community Organisation in 2023-2024.

Signed on behalf of the Trustees:

- **F. Rahman**
- **R. Hossein**
- **O. Salah**
- **Z. Moheuddin**

Date: March 31, 2024

Stepping Stones Community Organisation

Annual Financial Report for the Year Ending March 31, 2024

Charity Name: Stepping Stones Community Organisation

Charity Number: 1145346

Address: 75 Raymond Street, Hanley, Stoke-on-Trent, ST1 4DP

Financial Summary

Opening Balance

- As of April 1, 2023: **£38,502.00**

Total Income

- **SLC Loan Income:** £292,828.00
- **Stoke City Council Grants:** £89,105.00
- **Exam Fees:** £3,995.00
- **Service Fees:** £8,890.00
- **Other Income:** £3,966.00
- **Total Income:** **£398,784.00**

Total Expenditure

- **Rent & Utilities:** £83,400.00
- **Insurance:** £413.26
- **Salaries & Wages:** £102,328.98
 - **Sessional Staff for Two Nurseries:** £52,000.00
 - **Sessional Staff for Community and Education Projects:**
 - **Youth Mentoring Programme:** £7,500.00
 - **Women's Empowerment Workshops:** £5,200.00
 - **ESOL and Language Support Classes:** £6,800.00
 - **Cultural and Heritage Engagement Projects:** £4,500.00
 - **Sports and Wellbeing Initiatives:** £6,500.00
 - **Community Advocacy and Support Services:** £4,000.00
 - **Parenting and Family Support Sessions:** £5,100.00
 - **Employment and Skills Training Programmes:** £3,900.00
 - **Arts, Crafts, and Creativity Engagements:** £3,828.98
 - **Community Health and Mental Wellbeing Programmes:** £3,000.00

- **Operational Expenses:** £45,782.64
- **Building Improvements:** £25,000.00
- **Construction:** £83,428.00
 - **Braithwaite Road Project:** £83,428.00
- **Professional Services:** £18,942.42
- **Miscellaneous:** £26,875.19
- **Total Expenditure:** **£387,170.49**

Closing Balance

- As of March 31, 2024: **£11,614.00**

Income Breakdown

1. **SLC Loan Income**
 - Total SLC Loan Contributions: **£292,828.00**
2. **Stoke City Council Grants**
 - Council Support: £89,105.00
3. **General Income**
 - Exam Fees: £3,995.00
 - Service Fees: £8,890.00
 - Other Income: £3,966.00

Expenditure Breakdown

1. **Rent & Utilities** (£83,400.00)
 - **Rent Breakdown:**
 - **Stoke-on-Trent Muslim Welfare Association Rent Payment:** £14,400.00
 - **Braithwaite Children's Centre Rent Payment:** £39,000.00
 - **GM Surveyors Rent Payment:** £15,000.00
 - **Utilities:**
 - E.ON NEXT: £13,254.36
 - British Gas: £12,397.00

2. **Insurance** (£413.26)

- General liability insurance for facilities and operations

3. **Salaries & Wages** (£102,328.98)

- **Sessional Staff for Two Nurseries:** £52,000.00
- **Sessional Staff for Community and Education Projects:**
 - **Youth Mentoring Programme:** £7,500.00
 - **Women's Empowerment Workshops:** £5,200.00
 - **ESOL and Language Support Classes:** £6,800.00
 - **Cultural and Heritage Engagement Projects:** £4,500.00
 - **Sports and Wellbeing Initiatives:** £6,500.00
 - **Community Advocacy and Support Services:** £4,000.00
 - **Parenting and Family Support Sessions:** £5,100.00
 - **Employment and Skills Training Programmes:** £3,900.00
 - **Arts, Crafts, and Creativity Engagements:** £3,828.98
 - **Community Health and Mental Wellbeing Programmes:** £3,000.00

4. **Operational Expenses** (£45,782.64)

- Tesco, Boots, Pak Foods & Asda (Community Engagement Events & Supplies)
- Amazon, Argos, IKEA (Educational Materials & Equipment)
- H3G, Virgin Media, TalkTalk (Telecommunications & IT)
- Community & Volunteer Meetings
- Timpson Ltd, Nafees Bakers, Primark, Max Spielmann, SportsDirect, Smyths Toys, The Range, ToolStation
- Youth Leisure Activities
- Additional purchases from Superdrug, Premier Electrics, Wickes, United Badminton Academy, and other community-focused expenses.

5. **Building Improvements** (£25,000.00)

- Structural repairs and maintenance
- Security upgrades
- Accessibility enhancements
- General refurbishments

6. **Construction** (£83,428.00)

- **Braithwaite Road Project:** £83,428.00

7. Professional Services (£18,942.42)

- Independent Contractors & Legal Consultancy
- MH Solicitors LLP Services for community legal support
- Green Star Consult project assessments
- BaySide MedSpa Wellbeing Support
- Fly Education Services
- United Badminton Academy Training & Consultancy

8. Miscellaneous (£26,875.19)

- Travel, Catering, Childcare, Project Supplies, and Unplanned Costs
 - Software & Hardware (Google, Currys, Canva, 123-Reg)
 - Community Fundraising Expenses
 - Other community support
-

Conclusion

Stepping Stones Community Organisation has successfully managed its finances for the year 2023-24, ensuring sustainability while delivering impactful community programs. The financial reserves at the end of the year position us well for the upcoming period, allowing for continued investment in key initiatives.

This financial report has been prepared in accordance with the **UK Charity Commission's guidelines** and is ready for submission as part of our **Annual Return**.

Signed on behalf of the Trustees:

- **F. Rahman**
- **R. Hossein**
- **O. Salah**
- **Z. Moheuddin**

Date: March 31, 2024

Report to the trustees/
members of

Charity Name Stepping Stones Community
Organisation

On accounts for the year
ended

March 2024

Charity no
(if any)

1145346



Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Set out on pages

3 - 6

**Respective
responsibilities of
trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent
examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent
examiner's statement**

- In connection with my examination, no matter has come to my attention
1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
 2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Date: 31/01/2024

Name:

Khurram Shahzad Minhas

Relevant professional qualification(s) or body (if any):

AFA , MIPA
Institute of Financial Accountants

Khurram S Minhas AFA MIPA
IFA Membership No. 27146f
Firm No. 28340d

Address:

Unit O Winton House , Stoke Road

Stoke-On-Trent , Staffordshire , ST4 2RW

Section B

Disclosure

Only complete if the examiner needs to highlight material problems.

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

--

Stepping Stones Community Organisation

Annual Financial Report for the Year Ending March 31, 2024

Charity Name: Stepping Stones Community Organisation

Charity Number: 1145346

Address: 75 Raymond Street, Hanley, Stoke-on-Trent, ST1 4DP

Financial Summary

Opening Balance

- As of April 1, 2023: **£38,502.00**

Total Income

- **SLC Loan Income:** £292,828.00
- **Stoke City Council Grants:** £89,105.00
- **Exam Fees:** £3,995.00
- **Service Fees:** £8,890.00
- **Other Income:** £3,966.00
- **Total Income:** **£398,784.00**

Total Expenditure

- **Rent & Utilities:** £83,400.00
- **Insurance:** £413.26
- **Salaries & Wages:** £102,328.98
 - **Sessional Staff for Two Nurseries:** £52,000.00
 - **Sessional Staff for Community and Education Projects:**
 - **Youth Mentoring Programme:** £7,500.00
 - **Women's Empowerment Workshops:** £5,200.00
 - **ESOL and Language Support Classes:** £6,800.00
 - **Cultural and Heritage Engagement Projects:** £4,500.00
 - **Sports and Wellbeing Initiatives:** £6,500.00
 - **Community Advocacy and Support Services:** £4,000.00
 - **Parenting and Family Support Sessions:** £5,100.00
 - **Employment and Skills Training Programmes:** £3,900.00
 - **Arts, Crafts, and Creativity Engagements:** £3,828.98
 - **Community Health and Mental Wellbeing Programmes:** £3,000.00
- **Operational Expenses:** £45,782.64

- **Building Improvements:** £25,000.00
- **Construction:** £83,428.00
 - **Braithwaite Road Project:** £83,428.00
- **Professional Services:** £18,942.42
- **Miscellaneous:** £26,875.19
- **Total Expenditure: £387,170.49**

Closing Balance

- As of March 31, 2024: **£11,614.00**

Income Breakdown

1. **SLC Loan Income**
 - Total SLC Loan Contributions: **£292,828.00**
2. **Stoke City Council Grants**
 - Council Support: £89,105.00
3. **General Income**
 - Exam Fees: £3,995.00
 - Service Fees: £8,890.00
 - Other Income: £3,966.00

Expenditure Breakdown

1. **Rent & Utilities (£83,400.00)**
 - **Rent Breakdown:**
 - **Stoke-on-Trent Muslim Welfare Association Rent Payment:** £14,400.00
 - **Braithwaite Children's Centre Rent Payment:** £39,000.00
 - **GM Surveyors Rent Payment:** £15,000.00
 - **Utilities:**
 - E.ON NEXT: £13,254.36
 - British Gas: £12,397.00
2. **Insurance (£413.26)**
 - General liability insurance for facilities and operations

3. Salaries & Wages (£102,328.98)

- **Sessional Staff for Two Nurseries:** £52,000.00
- **Sessional Staff for Community and Education Projects:**
 - **Youth Mentoring Programme:** £7,500.00
 - **Women's Empowerment Workshops:** £5,200.00
 - **ESOL and Language Support Classes:** £6,800.00
 - **Cultural and Heritage Engagement Projects:** £4,500.00
 - **Sports and Wellbeing Initiatives:** £6,500.00
 - **Community Advocacy and Support Services:** £4,000.00
 - **Parenting and Family Support Sessions:** £5,100.00
 - **Employment and Skills Training Programmes:** £3,900.00
 - **Arts, Crafts, and Creativity Engagements:** £3,828.98
 - **Community Health and Mental Wellbeing Programmes:** £3,000.00

4. Operational Expenses (£45,782.64)

- Tesco, Boots, Pak Foods & Asda (Community Engagement Events & Supplies)
- Amazon, Argos, IKEA (Educational Materials & Equipment)
- H3G, Virgin Media, TalkTalk (Telecommunications & IT)
- Community & Volunteer Meetings
- Timpson Ltd, Nafees Bakers, Primark, Max Spielmann, SportsDirect, Smyths Toys, The Range, ToolStation
- Youth Leisure Activities
- Additional purchases from Superdrug, Premier Electrics, Wickes, United Badminton Academy, and other community-focused expenses.

5. Building Improvements (£25,000.00)

- Structural repairs and maintenance
- Security upgrades
- Accessibility enhancements
- General refurbishments

6. Construction (£83,428.00)

- **Braithwaite Road Project:** £83,428.00

7. Professional Services (£18,942.42)

- Independent Contractors & Legal Consultancy
- MH Solicitors LLP Services for community legal support

- Green Star Consult project assessments
- BaySide MedSpa Wellbeing Support
- Fly Education Services
- United Badminton Academy Training & Consultancy

8. Miscellaneous (£26,875.19)

- Travel, Catering, Childcare, Project Supplies, and Unplanned Costs
 - Software & Hardware (Google, Currys, Canva, 123-Reg)
 - Community Fundraising Expenses
 - Other community support
-

Conclusion

Stepping Stones Community Organisation has successfully managed its finances for the year 2023-24, ensuring sustainability while delivering impactful community programs. The financial reserves at the end of the year position us well for the upcoming period, allowing for continued investment in key initiatives.

This financial report has been prepared in accordance with the **UK Charity Commission's guidelines** and is ready for submission as part of our **Annual Return**.

Signed on behalf of the Trustees:

- **F. Rahman**
- **R. Hossein**
- **O. Salah**
- **Z. Moheuddin**

Date: March 31, 2024

Trustees' Annual Report for the Year Ending 31st March 2024

Stepping Stones Community Organisation

75 Raymond Street, Hanley, Stoke-on-Trent, ST1 4DP

Introduction

The trustees of Stepping Stones Community Organisation are pleased to present the annual report for the year ending 31st March 2024. This year has been one of profound impact, strategic growth, and resilience, as we have expanded our programmes to meet the ever-evolving needs of our communities. Our work continues to focus on advancing education, training, social welfare, and well-being, with a commitment to supporting those most in need.

Through tailored interventions, strong partnerships, and evidence-based strategies, we have seen transformative changes in the lives of individuals and families. The following report reflects our journey, achievements, and the meaningful outcomes we have delivered over the past year.

Key Achievements in 2023-2024

Early Years & Nursery Development

Our nurseries have remained a beacon of early childhood education, providing high-quality care and learning in a nurturing environment. We have extended our reach to families from low-income backgrounds, ensuring their children receive equal opportunities to thrive.

This year, we expanded our early years provision by increasing available spaces in response to growing demand. Our commitment to inclusive education has seen us implement specialised programmes for children with additional learning needs, ensuring **individualised learning plans** tailored to their development. We have also worked closely with families to provide holistic support, including parenting workshops, early language development sessions, and guidance on school transitions.

Case Study: Supporting Language Development

One of our nursery attendees, a child from a recently resettled refugee family, struggled with language barriers and social integration. Through our tailored bilingual learning support and interactive play therapy, this child not only developed confidence but was also able to transition smoothly into primary school, where they are now excelling. The support offered not only benefited the child but also equipped their parents with language skills to engage with educational settings effectively.

We have strengthened partnerships with local primary schools to develop transition strategies that prepare children for formal education. These partnerships have resulted in joint initiatives such as **storytelling exchanges, transition days, and curriculum alignment discussions**, ensuring children from our nursery arrive at school confident and ready to learn.

Community Education and Training

Education is at the heart of empowerment. This year, our education and training programmes have expanded, allowing individuals from all backgrounds to gain skills that will improve their employment prospects and social mobility.

Our **English for Speakers of Other Languages (ESOL) programme** has grown significantly, with more than 200 learners completing different levels of language training. Recognising the need for tailored approaches, we introduced **women-only ESOL sessions**, enabling greater participation for women from culturally and linguistically diverse (CALD) backgrounds who may face additional barriers to education.

- **Vocational Training:** This year, we have introduced vocational training in partnership with local businesses, offering pathways into hospitality, retail, and construction.
- **Digital Literacy & IT Skills:** With the increasing importance of digital accessibility, we have rolled out free training sessions for adults to improve their **computer literacy, online safety awareness, and access to online services**.
- **Accredited Exam Centre:** Our accredited exam centre has provided opportunities for over 150 learners to gain qualifications in core subjects such as **Maths, English, and IGCSE Arabic**.

Case Study: Overcoming Barriers to Education

A single mother who had previously dropped out of education due to domestic abuse was supported through our **Employment and Skills Training Programme**. With tailored mentoring, childcare support, and skills training, she has now secured stable employment, providing a better future for her family. She is now completing a Level 3 Teaching Assistant qualification and aims to work in local schools supporting bilingual children.

Health & Well-being Programmes

Recognising the intrinsic link between health and community well-being, we have significantly expanded our mental and physical health initiatives.

- **Mental Health Support:** We launched culturally appropriate counselling services and well-being workshops, ensuring accessibility for CALD communities.
- **Sports and Physical Activities:** Our badminton and football programmes for young people and adults have provided an outlet for socialisation and mental health support.
- **Women's Health Programmes:** A focus on breast cancer awareness, menopause support, and maternal health education.

Case Study: Breaking the Stigma Around Mental Health

A young male from our community, who was struggling with severe anxiety and social isolation, was referred to our support group by a concerned teacher. Through our structured **well-being and sports programme**, he has developed coping mechanisms, built friendships, and is now advocating for youth mental health awareness in his school.

Family and Social Support Services

In response to rising economic hardship, we have reinforced our **family and social support services**, ensuring no family is left without assistance.

- **Food & Hygiene Pack Distribution:** Over 1,000 food parcels delivered to families in need.

- **Parenting Support Workshops:** Helping parents navigate challenges through structured guidance.
- **Financial Literacy for Women:** Training on budgeting, savings, and economic empowerment.

Case Study: Supporting Families in Crisis

A newly arrived asylum-seeking family faced significant challenges, including financial instability and isolation. Our support team provided immediate relief through **food distribution and housing support** while integrating them into community programmes. Today, the family is engaged in local education and employment initiatives, with the children excelling in school.

Infrastructure and Capital Developments

To accommodate our expanding services, we have undertaken significant infrastructure improvements.

- **Braithwaite Road Project:** This development has transformed a vacant site into a **community hub**, offering childcare facilities, education spaces, and a multi-use hall.
- **Building Renovations:** Upgraded our community centre to enhance accessibility and sustainability.

Case Study: Transforming Spaces for Community Growth

Our investment in infrastructure has already borne fruit. A local grassroots organisation, struggling to find a suitable meeting space, is now using our **community hub** to run vital social support groups, extending their reach and impact.

Looking Ahead

Building on the momentum of 2023-2024, our priorities for the coming year include:

- **Expanding our childcare provision**, particularly for families experiencing crisis.
 - **Broadening our skills development programmes**, focusing on economic sustainability.
 - **Advancing mental health services**, increasing outreach for youth and marginalised women.
 - **Strengthening policy advocacy**, ensuring the voices of CALD communities are represented at decision-making levels.
-

Conclusion

Stepping Stones Community Organisation remains steadfast in its commitment to **empowering individuals and strengthening communities**. Over the past year, we have demonstrated our ability to adapt, innovate, and create lasting impact through education, advocacy, and direct support.

As we move forward, we will continue to foster **inclusive growth**, ensuring that every person, regardless of their background, has the opportunity to thrive. We extend our heartfelt gratitude

to our dedicated team, partners, and volunteers, whose unwavering commitment has made this progress possible.

This report is presented on behalf of the Trustees as a reflection of the achievements and impact of Stepping Stones Community Organisation in 2023-2024.

Signed on behalf of the Trustees:

- **F. Rahman**
- **R. Hossein**
- **O. Salah**
- **Z. Moheuddin**

Date: March 31, 2024