

REGISTERED COMPANY NUMBER: 07912948 (England and Wales)
REGISTERED CHARITY NUMBER: 1145927

Report of the Trustees and
Financial Statements for the Year Ended 31st December 2024
for
Footsteps Worcestershire Limited

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Footsteps Worcestershire Limited

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Footsteps Worcestershire Limited

**Reference and Administrative Details
for the Year Ended 31st December 2024**

TRUSTEES	Mrs P W Southall Mrs V L Searle Dr J M Husband Ms B A Wright
COMPANY SECRETARY	Mrs S M Smith
REGISTERED OFFICE	Harrison Clark Rickerbys 5 Deansway Worcester Worcestershire WR1 2JG
REGISTERED COMPANY NUMBER	07912948 (England and Wales)
REGISTERED CHARITY NUMBER	1145927
INDEPENDENT EXAMINER	The Richards Sandy Partnership Thorneloe House 25 Barbourne Road Worcester Worcestershire WR1 1RU
SOLICITORS	Harrison Clark Rickerbys 5 Deansway Worcester WR1 2JG
BANKERS	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
KEY MANAGEMENT	Mr J Smith Mrs S Smith Mrs H Dolton

Footsteps Worcestershire Limited
Report of the Trustees
for the Year Ended 31st December 2024

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2024. The Trustees have adopted the provisions of 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).

A message from the Trustees and Susan & John Smith (founders of Footsteps)

Death is one of the hardest things to process and experience in life. It can be even more difficult when you're young. Talking about grief is so important.

Every child and young person is unique and will cope with the death of someone important in their own way; there is no magic formula. Children and young people grieve just as much as adults, but they show it in different ways. They rely on adults to provide them with the support they need in their grief. Many get the support they need from those already around them who they know and trust. However, there are many children who don't and who need additional and professional support. Footsteps is a preventative service, and helps during children's formative years and in their time of real need, providing a platform to openly discuss and address fears and feelings and to develop personalised coping strategies.

We launched Footsteps back in October 2011 to meet a real gap in service provision in South Worcestershire where there was - and continues to be - no comparable service for our bereaved children and young people. Our service is delivered on an outreach basis, enabling us to be accessible to all, and particularly to very vulnerable and disadvantaged families without access to their own transport. Our service to bereaved children, young people and their families, is provided completely free of charge. This includes all of our activity days.

We are so proud of our Footsteps' journey and our Footsteps' family, our small and dedicated team of staff, Trustees and volunteers and our wonderfully supportive community. Together we have achieved so much, not least in developing and delivering bespoke and tailored bereavement support packages directly to 1,749 bereaved children, young people and their families and impacting on the lives of more than 10,500.

Some support from the National Lottery together with support from Charitable Trusts, local businesses and our community enabled us to continue to provide our service to those that needed us most in 2024. We never take this support for granted; it is our driving force and each year we work hard behind the scenes to secure the funds we so desperately need to enable us to continue providing our service completely free of charge, and thereby ensure accessibility to all.

It is very important to us that we remain a small and personal charity. We strive to **always do what we do well**, whilst retaining our ability to be flexible. These last few years have not been without challenges for us all; our bereaved children and young people have had so much to cope with. As a team we have learnt and continue to learn so much. We have adapted and evolved to support our bereaved children and young people in their journey through grief. We have helped them to develop their own unique coping mechanisms to be able to manage their grief. We have positively impacted on their current and future mental health in order to help them live their lives to their fullest.

On behalf of our FOOTSTEPS family, our bereaved children, young people, their families and our team, we would like to convey our heartfelt thanks to everyone who has supported and continues to support our service.

OBJECTIVES AND ACTIVITIES

OUR SERVICE – WHAT WE DO



Footsteps provides a specialist programme of support to bereaved children, young people (5 -21 years) and their families in South Worcestershire.

We provide our service completely free of charge.

We aim to support bereaved children and young people in their journey through grief, to help them to develop their own unique coping mechanisms to manage their grief. We aim to positively impact on their current and future mental health, to help them live their lives to their fullest potential.

We deliver our service on an outreach basis. This is essential to ensure that our service is accessible to all in need.

We work with a number of local hospices within our geographic boundaries, with social care, medical, and educational professional agencies, with Childhood Bereavement Network, Child and Adolescent Mental Health Services, and other support services.



We meet a real gap in service provision in South Worcestershire.

Our service is wholly dependent upon the wonderful generosity of our local community, local businesses, Charitable Trusts and the National Lottery Community Fund.

Footsteps Worcestershire Limited
Report of the Trustees
for the Year Ended 31st December 2024

2024 OVERVIEW - SOME ACHIEVEMENTS IN NUMBERS:

We supported 167 children and young people and their families during 2024

We spent time talking with 116 families to undertake professional family assessments, to better understand needs and to provide the best tailored support possible for children and young people.

We worked with 40 schools and colleges, 22 First, Middle and Primary, 14 High Schools, 1 SEN school and 5 Colleges.

We now have a recognised presence in over 90% of schools in South Worcestershire. We have working relationships/work together with over 100 schools/colleges.

We directly impacted on the lives of more than 1,000 young people bereaved of a loved one.

The average number of 1:1 face-to-face support sessions provided to each child was 6. 40% of those had between 6-16 sessions, 16% had between 11-16 sessions.

Our specialist Footsteps team worked directly with bereaved children, young people and their families either face to face (97% of cases) or through providing support remotely (3% of cases).

We supported families on an outreach basis when it was safe to do so. We supported children and young people from many locations: Worcester & Droitwich (68% of our caseload), Malvern (11%), Evesham & Pershore (16%) and other locations (5%).

25% of the children and young people we supported had additional learning/special educational needs.

1,749 young people, together with their families, have been supported by dedicated Footsteps Practitioners since October 2011 ...

... and we have impacted on the lives of more than 10,500 in total over this time.

We are so proud that Footsteps has been meeting the needs of our community for over 13 years.

Footsteps Worcestershire Limited
Report of the Trustees
for the Year Ended 31st December 2024

ABOUT OUR CHILDREN, YOUNG PEOPLE AND THEIR FAMILIES

- ❖ Almost 4 in 10 of our children were trying to cope following the death of one of their parents.
- ❖ Over a quarter were trying to cope with the death of their Dad. 14% with the death of their Mum.
- ❖ 10% were trying to cope with the death of a sibling.
- ❖ 43% were / are trying to cope with multiple deaths within their family and friendship groups.
- ❖ 35% of the children we supported were 5 - 10 years.
- ❖ 58% of the children we supported were 11-16
- ❖ 7% were aged 17 and over.
- ❖ 40% of children / young people we supported were males.
- ❖ 60% were females.
- ❖ 15% of children were trying to cope with death following a suicide.
- ❖ 25% with death from cancer.
- ❖ 8% with an accidental death or a drug/alcohol related death.

• OUR REFERRALS

The majority of our referrals were from schools (74% - Head teachers, teachers, school counsellors, safeguarding leads). 18% were from parents and other family members. 5% of referrals were from Social Services, 3% from GP's and other agencies. We continue to receive many complex referrals from Worcestershire Children First and other social / medical professionals, including GP's, Worcestershire Suicide Liaison, Youth Justice, Community Public Health and Family Liaison. This is a testament to our service and reputation within our local area and communities.

OUR PROGRAMME OF SUPPORT

Our young people and their families are vulnerable - referred to us at extremely sensitive and emotionally charged and needy times. Our every engagement, whether face-to-face or remote is bespoke, tailored to specific family situations and special and individual needs.

We provide: -

TAILORED SUPPORT: carefully planned and evaluated **1: 1 face to face sessions** and remote/virtual sessions for bereaved children and young people. These are needs-led and flexible and there is no fixed number.

1. **GROUP SESSIONS** carefully facilitated.
2. **DIRECT SUPPORT FOR PARENTS & CARERS**, with an initial and in-depth family assessments and on-going telephone support.
3. **WORKSHOP OPPORTUNITIES and FAMILY ACTIVITY DAYS**, on weekends and in school holidays.
4. **ADVICE, TRAINING AND PROFESSIONAL INPUT** in both the statutory and voluntary sector.
5. **AWARENESS RAISING SESSIONS** for young people in schools.

Footsteps Worcestershire Limited

Report of the Trustees for the Year Ended 31st December 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

"Footsteps" is a charitable company limited by guarantee, incorporated on 17th January 2012 and registered as a charity on 15th February 2012.

The company is established under a Memorandum of Association which sets out the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up directors are required to contribute an amount not exceeding £1.

OUR VOLUNTEERS



We always welcome volunteers of all ages and backgrounds.

Our volunteers include young people we have supported, as well as some parents / carers; they range from teens to late 60-year-olds and they continue to bring to our organisation a variety of life skills.

We benefitted from the support of many professionals and many members of our community in 2024.

Footsteps continues to have a wide range and good support group of volunteers who help with the events we run, make wonderful hand-made crafts for our 1:1 support and therapy work and with whom we consult and use in many other ways.

Our volunteers are **truly remarkable!** They give their skills and time enthusiastically to make a difference to the lives of our bereaved children, young people and their families.

We could not offer our full service without their amazing support and we feel privileged to have them working alongside us.

OUR TRUSTEES:

Footsteps is under the guardianship and leadership of four Trustees.

Their skills are varied – and all equally valuable. We benefit from the skills of:

- A retired school teacher and Parish Councillor;
- A School Health Nurse and "Reach4Wellbeing" Practitioner within the Health & Care NHS Trust;
- The retired Head of the Institute of Health & Society at Worcester University, with a background in nursing and teaching and a former Trustee with St. Richard's Hospice.
- A legal representative from a local and long-established law firm (an organisation that is in itself very supportive of our work), providing us with GDPR and Employment Law knowledge;

All our Trustees have their own "lived experience" of close bereavement within their families.

They have all been very active in 2024 providing excellent governance and steering throughout the year, including supporting our new remote ways of working project, and our plans to reach wider groups across our geographic area. They have also been very supportive of team members on an individual basis in a very challenging work environment, working selflessly to ensure that all decisions put the needs of our bereaved children, young people and their families first.

Footsteps Worcestershire Limited

Report of the Trustees for the Year Ended 31st December 2024

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

The Directors of the Company are also Charity Trustees for the purposes of charity law. Due to the nature of the charity's work with bereaved children, the Trustees and Management Team are always mindful of the need to recruit additional Trustees who can bring specialist expertise, skills and knowledge of the community we serve. The Trustees seek advice and recommendations of staff before appointing new trustees. New Trustees are provided with a Trustee induction pack which includes the following Charity Commission publications: -

CC3: The Essential Trustee: what you need to know, and CC10: The Hallmarks of an effective Charity.

OUR TEAM



Our people define Footsteps and create the identity we are so very proud of. Our team is small, dedicated and passionate.

Our 2024 team comprised:

- ◆ a full-time Bereavement Service Manager;
- ◆ 2 Bereavement Service Practitioners;
- ◆ a part-time Operations Manager;
- ◆ a part-time Consultant.

Our Consultant (former Service Manager) has 23 years' legal experience, 10 years' experience as Fundraising Manager with Noah's Ark Trust (1999-2009), was a co-founder of Guy's Gift (2009-2012) supporting bereaved young people in Warwickshire and was the Secretary to a large national Charitable Trust for 24 years. She was also on the decision-making panel of the Local Network Fund for Children & Young People in Worcestershire throughout its lifetime.

Our recently retired consultant (our former Bereavement Service Manager) had 35 years' experience in senior management roles in education, 20 years' experience of working specifically with bereaved young people and was also one of the co-founders of Guy's Gift in 2009, which is still operating in Warwickshire. He maintains an active interest in our work. Both consultants co-founded Footsteps.

Our Bereavement Service Manager has a Postgraduate Level 7 Degree in Children and Young People Counselling. She has been a practicing counsellor for over 16 years. Her passion is to enable children and young people to have a voice to speak out about their thoughts and feelings through 1-2-1 sessions, talking, drawing, play and the use of many types of crafts. Our Bereavement Service Practitioner team have wide-ranging experience working with children and young people with a range of professional qualifications including: BSc(Hons) Psychology; post graduate diploma in counselling children and young people; advanced certificate and diploma in counselling/counselling skills; membership of the British Association for Counselling and Psychotherapy, abiding by their Ethical Framework for Good Practice. Our practitioners all have monthly peer supervision and professional clinical supervision. Our full team meets once a week to review the week and our future plans.

Our Operations Manager has 30 years' experience within the Police Service, working in business, programme and project management. She herself is a widowed mother of 2 children and joined our team to help make a difference to other bereaved families.

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Together, our team, our Volunteers and our Trustees work tirelessly to help support and prevent children and young people from suffering the long-lasting negative impacts of bereavement right through into the rest of their lives.

ACHIEVEMENTS AND PERFORMANCE

IN 2024

2024 was another very busy year for Footsteps - busier than the previous year and our second busiest year since our charity launched 13 years ago. We started the year with a waiting list of 38 children and young people. Our team worked incredibly hard throughout the year to provide specialist and professional support and advice to bereaved children, young people and their families referred to us. Thanks to funding from the National Lottery Community Fund, additional funding secured from Charitable Trusts, local businesses and our wonderful community, we were able to continue to provide our service to those in need. We are **so proud** of our achievements during the year (summarised in the schematic on the previous page). Despite very high numbers of referrals, we managed our waiting list to meet our demand and to provide our services as best we could, at the times they were most needed and deemed to be at their most effective.

We began 2025 with a waiting list of 38 children and young people seeking our professional support.

2024 also saw a strong investment in training and continuing professional development for our team, supporting us in our aim to continue to adapt, evolve and retain our flexibility to meet the very real and changing needs of our bereaved children, young people, and their families in South Worcestershire, in very challenging times. We continue to meet a real gap in service provision in the area.

Our achievements in 2024 reflect the Footsteps team's continued commitment and dedication to support bereaved children and young people during very challenging times for many of our families.

SOME RECENT QUOTES FROM THOSE WE HAVE SUPPORTED.

"Thank you so much for helping me these past few months. I'm so thankful I had you to help me ... I don't know what I would have done without your help."

"You have helped me so much in our sessions and without you I don't know what I would have done."

"I have moved on from situations I didn't feel I would."

"It has showed me I will always have good days and bad days... I have been able to express more and open up more than I normally would."

"Thank you so much for your support.... she was always happy to have sessions with you and found you easy to talk to. I think she appreciated being able to talk without need to self-censor and what she said, for fear of upsetting me. Recently she has not been experiencing panic attacks and I am sure that your support has been a significant factor. It's such a kind, compassionate service and just what a child needs when suffering a loss and all the sadness and struggles that comes with it."

"I would like to say a big thank you for all the work and support you give.... I have noticed a big difference in her recently, thanks to your support and help. It's very much appreciated."

"Without the support of Footsteps, I don't think I would have coped with losing my mum as well as I have and wouldn't be where I am today. The support from Footsteps has helped me get through a time I couldn't imagine getting through and continues to help me through things when they get hard."

"My support has allowed me to open up; to talk about the things I wouldn't be able to talk about at home. It allowed me to open up my feelings and to process so much information. I would recommend to anyone...grateful for the sessions I have been offered, they have really helped me."

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Report of the Trustees
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2024 continued on from the Covid years as a difficult year for so many, none more so than many of our bereaved children, young people and their families. They faced (and a number we are still working with continue to face) challenges dealing with and journeying through their grief. Many of our referrals were complex cases; many of the children referred to us did not have their own family/friendship support groups. There is an ever-growing desire for bereavement support and a growing recognition for its need within our community.

Never has our free **service** been more **essential**, nor the **demand** for our professional support.

Footsteps meets a real gap in service provision in South Worcestershire where there continues to be no comparable bereavement service for our children, young people and their families.

REAL EXAMPLES AND CASE STUDIES

1. Seeing Figures

This young person's Dad died in a harrowing accident, has learning difficulties, and found it difficult to express their feelings. During sessions the young person would talk about having scary sightings of figures.

The young person was helped in using drawings to show what they looked like and named them. Early sessions talked about new ones being seen and dad would be linked to each one – the young person was helped to explore these and meanings behind them. The young person made airplanes (like Dads) and then parachutes to demonstrate how these can stop him from falling hard within his emotions as Dad was missed so much.

The young person really started to connect to how they were feeling and began to talk more openly about the things they missed with Dad and the changes at home; some being good and others not good. The young person was happy with weekly meetings as an emotional outlet. After months of sessions, it became apparent that Dad was not talked about anymore in a worrying manner and both the practitioner and the young person felt that the time was right to end the sessions. During the managed ending process the young person mentioned that the figures had gone and expressed great delight. Led by the young person, they and the practitioner destroyed the drawings, ripped them and made paper balls to throw into the bin.

This situation highlights the importance and benefits of being alongside the young person, of not being frightened of the figures they were seeing as these were demonstrating the impact of the loss of dad and how scary life was now going to be. Once the emotions and thoughts were heard, accepted and worked through, the figures left and the young person was freer to 'get on' with life.

Death of Dad and Identity

This YP, age 10, had learning difficulties. They were also presenting issues of identity and wanting to be a 'furry'. The school had concerns as to how the young person was struggling with grief following the death of Dad, in addition to identity issues.

During sessions it became apparent that the young person wanted to talk, to be listened to and supported in processing Dad's death. They couldn't find an outlet for this and spoke about becoming a 'furry' as this gained more attention and was their way of being seen/heard. The young person expressed that they didn't know what a 'furry' was and just wanted to be a cat because they like cats. Sessions supported the acceptance of death, the value of the relationship shared with Dad and developing new coping strategies.

A young person self-harming

A young person was feeling anger towards other people who still had a Mum alive. They felt unable to express this anger and frustration to others, holding onto it and had suicidal thoughts wanting to escape from their pain. The young person was self-harming. The practitioner worked with the young person to develop a rapport and create a safe environment in sessions.

**Report of the Trustees
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The young person began to feel they could open up about their feelings and began to express their anger through the use of creativity. Creative techniques in sessions allowed the young person to share things that they had originally found difficult to explain through words alone.

The practitioner encouraged and helped facilitate a reflective process in sessions for the young person so they were able to communicate openly. This helped serve as another outlet; as sessions continued, the young person's suicidal thoughts significantly reduced and they stopped self-harming. They had developed other ways to be able to express and to process some of their feelings.

WORKING WITH OTHERS, LEARNING & ADAPTING

We are often asked to provide advice to teachers and school staff; we do this whenever possible, and have delivered formal training to a number of teaching leaders and professionals. We continue to remain hopeful and keep a watchful eye on the Government's promise to take action to introduce death and grief more readily in schools; educating teachers and further raising their awareness of what professional expertise exists outside of schools. Our research, and indeed our future aims for our charity, are to enable us to play an early role in supporting this.



Delivery of our service this year was helped by the National Lottery Community Fund recognising the continued importance and value of our work. This support, together with some support from other Charitable Trusts, local businesses and our local community meant that Footsteps was again able to provide its much evidenced and needed support in 2024.

Support and donations from our community, however small or large, acknowledge the value of our service, as do our very many testimonials; from professionals, parents / carers and from children themselves.

DELIVERING OUR OUTCOMES IN 2024

- 1> WE EMPOWERED BEREAVED CHILDREN & YOUNG PEOPLE, with greater ability to explore and express difficult feelings, and acquire greater confidence and improved self-esteem, increasing their emotional resilience.
- 2> WE REASSURED PARENTS and CARERS, improved relationships and increased communication with their children, diminishing the levels of stress likely to cause distress.
- 3> WE INCREASED PROFESSIONALS' knowledge and awareness of bereavement issues and enabled them to better support those with whom they are interacting.

DELIVERING OUR OBJECTIVES IN 2024

- Children and Young People developed their own unique coping mechanisms;
- Parents and carers felt better able to support their children;
- Family life benefitted;
- There was a positive impact on the child's/young person's school/college life;
- 1:1 work provided opportunities for young people to be heard, to ask questions, to unburden themselves;
- School teachers and others professionals working with young people benefitted from our advice, knowledge and experience as to how best to support young people on a day to day basis;
- Our education of the wider community provided practical advice to enable members of the community to help and support those they know who have been bereaved of a loved one.

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LONGER TERM BENEFITS ANTICIPATED

Coping with the loss of a loved one may be one of the hardest challenges that a child or young person faces in their life. 2024 continued on from the Covid years in being a very difficult year for so many.

Grief can be particularly intense and isolating and a young person can be overcome by shock and confusion, leading to prolonged periods of emotional turmoil, anger, sadness or depression.

Many people find it difficult to talk about death. A good social, support network can help, but many of our young people do not have this. The situation and painful emotions will not improve by avoidance and it is very important for a grieving young person to be able to talk to someone to express and share their emotions and thoughts. Discussing grief can prevent negative and destructive emotions from building up at a time when young people are at their most vulnerable and can help prevent them from seeking solace in harmful lifestyle habits.

Negative ways to cope with thoughts and feelings about loss and death, if unsupported, can predispose children to a mental health condition. Acute or even suppressed grief can lead to distorted grieving, characterised by extreme guilt or anger, leading to aggressive and destructive outbursts, self-harm, school refusal, crime and anti-social behaviour, drug/alcohol abuse, testing of authority systems, loss of self-respect, loss of confidence, depression, physical ailments and symptoms, loss of a general sense of purpose in life and poor mental health.

Our specialised bereavement support positively contributes to not only the mental and physical health of children and young people, but also to their welfare and future well-being. We are a preventative service and help during children's formative years and in their time of real need, providing a platform to openly discuss and address fears and feelings. Our input can help to prevent the breakdown of family relationships & improve physical/ mental health and emotional wellbeing.

There are many factors that play a role in how we as individuals react to a significant loss; they include our cultural norms, our support systems, the circumstances of a death, existing coping mechanisms. Measuring and evaluating grief support can be challenging, as everyone's experience is unique. Rather than using an evaluation tool with a one size fits all approach, we use our carefully tailored family assessment form when we first visit parent/carers and young people. Our process allows us to highlight and identify any specific needs of young people and their families and offer them support with those needs in mind.

EVENTS

During the year we were again able to provide a fun summer activity day and a poignant Christmas Lantern walk for our bereaved children and their families.

Our Christmas Lantern Walk in the wonderful, private park and woodlands of Spetchley Gardens brought many of our bereaved children, young people and their families together to remember their loved ones. The grounds and facilities within the Spetchley Estate were generously provided, free of charge by the Berkeley family. Christmas gifts for children were funded through a generous donation from a local law firm. Families spent precious time together, decorating wooden tree cookies, again made by a Practitioner's husband. These cookies were hung on an illuminated memory tree along our lantern route, whilst moving music played in the background. Refreshments were provided afterwards, served by staff and volunteers, and opportunities for families and the team to share time together were truly valued.

Some of the wonderful feedback we received....

Footsteps Worcestershire Limited

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for the Year Ended 31st December 2024



"We had a wonderful time. Footsteps is a great charity, offering help during difficult times"

"Tonight, has been magical"

"the day was so lovely, I really appreciate the thought that went into this event"

"a beautiful evening spent reflecting and remembering our loved ones"

"Absolutely fantastic evening, so well thought out and organised"

"it has been beautiful, such a lovely thing to do together"

"has been a stressful few weeks, really needed this"

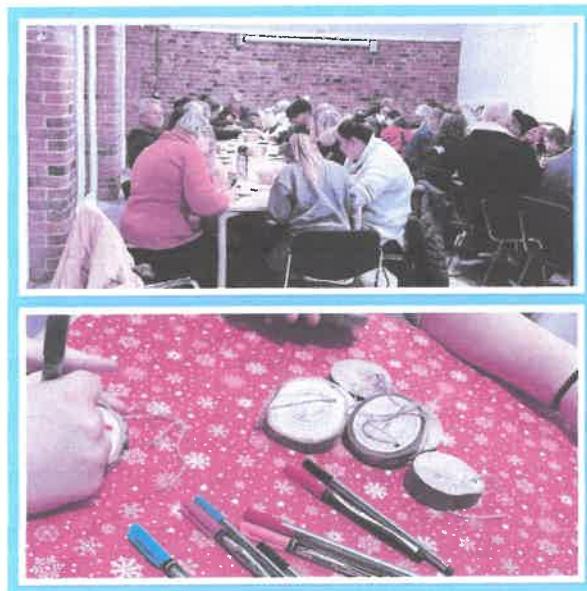
"this has really helped my daughter thank you"

"We are so fortunate to have been invited"

"I'll never forget it, thank you for letting me share this experience"

"Thank you for doing something so special and meaningful at this time of year"

"She enjoyed making something so special for Daddy"



Our Lakeside summer family activity day was another huge success.

Our aim was to prevent feelings of isolation in our children, for them to feel that they weren't alone in their grief and to give them an opportunity to have fun, build confidence and strengthen bonds within and across their family groups.

Bereaved children and their family members were invited to join us to take part in zip-wiring, paddle boarding and kayaking. All activities were led and supervised by qualified University of Worcester outdoor activity instructors. Lunches were provided free of charge by our local farm shop and our team themselves again made lots of home bakes.

This year saw some exceptional bonding between children and new friendships forged. A fantastic day was had by all, provided completely free of charge to the families.

Footsteps Worcestershire Limited

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Children challenged themselves, they overcame personal hurdles and they had so much fun together with their families and with other families; there was such togetherness and wonderful camaraderie on the day.

	<p><i>"I'd just like to say a massive thank you for putting on such a fantastic family fun day"</i></p> <p><i>"It was amazing"</i></p> <p><i>"They had the best time"</i></p> <p><i>"I really enjoyed meeting other families who receive this support and see it's not just me"</i></p> <p><i>"the activities today were amazing, each challenged me"</i></p> <p><i>"it was so much fun"</i></p> <p><i>"this was the best day ever!...the best day of my entire life!"</i></p>
<p><i>"I loved everything"</i></p> <p><i>"such a great day to relax and take the load off"</i></p> <p><i>"the day was so well thought out and so enjoyable...Thank you!"</i></p> <p><i>"My favourite part of today was paddle boarding.... I loved it so much!"</i></p>	
	

**Report of the Trustees
for the Year Ended 31st December 2024**

MANAGING THE DEMAND FOR OUR SERVICE AND MEETING REAL NEEDS

Footsteps' unique service has always been an outreach service, to ensure that we are accessible to all, including those who are the most vulnerable.

Some of our families are without access to transport/family support. This means that there can be significant travel time between schools due to the geography of South Worcestershire. We always consciously manage our practitioner caseloads and our school allocations to ensure that we are as efficient as possible, managing our costs and maximising our capacity. We can offer both face-to face support and remote support. Our Practitioners have been able to be more flexible when offering appointments for remote 1:1 sessions and this has been welcomed.

- **We can only measure and track our performance and our success** by involving those we are aiming to help. It is important to us to give children, young people and their families a voice; and for them to feel that they are being listened to. They are valuable contributors from whom we are keen to learn.
- **Our team meets regularly on a weekly basis.** We pride ourselves on our ability to be flexible and adapt quickly. When we feel it is appropriate, we act on feedback information quickly and put change in place, where relevant, always endeavouring to let the person that has led to this, know.
- We maintain Excel spreadsheets to capture information that we require to deliver our service efficiently and effectively, and as additional information to review who, where, when and how we deliver our service. We record and track information including sources of referrals and enquiries, the age and sex of each child referred, the school/college they attend, where they live, the relationship to them of those who have died, the nature of the death(s), multiple deaths, number of sessions they receive, time frame over which they are supported etc. We continue to analyse this information, together with the geographical area we are supporting in more detail, to support us in ensuring that we provide our service in all areas of South Worcestershire, when it is needed. The information from our spreadsheets is vital to track our work, to better understand and learn from the wider picture, to support our fundraising and our service development.

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PUBLIC BENEFIT

The Trustees can confirm that they have had due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity should undertake. In all work with bereaved young people and their families, benefit to the public is of paramount importance. We measure the success of our direct support against the required outcomes for individuals

POLICIES

We have a commitment and a responsibility to safeguard all the children we work with from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse.

The aim of the Footsteps Child Protection and Safeguarding Policy is to promote good practice, provide children with the appropriate protection and help employees, Trustees and volunteers make informed and confident responses to child protection issues.

Footsteps has rigorous policies and procedures in place to ensure safeguarding and child protection, staff protection, data protection and confidentiality and protection of our employees and our clients, whilst working face-to-face and remotely. All records are protected appropriately in line with these policies and procedures (both electronic and paper records). Our Policies are renewed and updated annually.

FINANCIAL REVIEW

The bulk of our income in 2024 came from the National Lottery Community Fund; the remainder from Charitable Trusts, local businesses and our community.

Our reputation goes from strength to strength, as does the recognition of the value of our service. We are very proud of our success in developing our service and supporting bereaved children, young people and their families in South Worcestershire for over 12 years. Funding always remains challenging to enable the continuation of our support programme totally free of charge to bereaved families. No bereaved child, young person, together with their family, should be left isolated and vulnerable.

Our aim is to work hard to continue to develop and deliver our service free of charge over the longer term to those in need, in order to ensure a better future for bereaved children and their families in South Worcestershire by addressing grief at an early stage and preventing future mental health problems.

The ongoing support of some of our current and some new Charitable Trusts is vital to ensure the continuation of our service and we are working hard to deliver our sustainability plans. It is vital, ethical and a requirement of our service that we have the ability to continue to support once we have given our commitment to a young person. Long term financial security is critical to achieve this. Significant work and effort continues to be invested to ensure that the Charity can continue to thrive. Applications will continue to be made to Charitable Trusts nationwide and locally, relationships will be made and developed and we are hopeful that with a lot of hard work, we will achieve the necessary funding to continue to develop and make a real difference to the significant needs within Worcestershire for future years.

Our Trustees have always felt it to be important that we do not grow too large, nor overstretch ourselves. The main consideration for Footsteps has always been **to do what we do well, provide a high-quality service and look after our staff.**

Footsteps Worcestershire Limited
Report of the Trustees
for the Year Ended 31st December 2024

RESERVES POLICY

The Trustees have established the charity's reserves policy with reference to Charity Commission Guidance (CC19) and accounting standards (SORP 2005). The Trustees' intention is to build sufficient reserves to ensure continuity of service and they consider it prudent to work towards free I.e., unrestricted) reserves of a minimum of nine months expenditure. The charity will also maintain a reserve to close the charity, should it be necessary, without adversely affecting the service to families already receiving support, meet liabilities to creditors and meet staff notice and redundancy costs. This intention is established annually when the Trustees agree the budget for the forthcoming year.

The Trustees ensure that the reserves are monitored periodically and they keep the reserves' policy under regular review.

The charity's unrestricted reserves, excluding fixed assets, were £188,529 as at 31 December 2024 (2023: £176,993), representing approximately 23 months of unrestricted expenditure. The stated strategy has therefore been achieved this year, however, of this £44,067 represents a designated winding up fund (2023: £44,067).

Total unrestricted reserves as at 31 December 2024 were £188,845 (2023: £177,783).

Total restricted funds as at 31 December 2024 were £nil (2023: £73,870). Full information regarding fund movements and restrictions are detailed in note 17 to the accounts.

**Please help us to continue our work in 2025.
On behalf of our children, young people and their
families, we would like to thank everyone who has
supported our service.**

This report has been prepared in accordance with the special provisions of Part 15 of Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees on 19-8-25 and signed on its behalf
by:



P.W. SOUTHALL

**Independent Examiner's Report to the Trustees of
Footsteps Worcestershire Limited**

Independent examiner's report to the trustees of Footsteps Worcestershire Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2024.

Responsibilities and basis of report

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

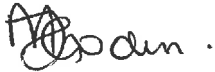
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Melissa Godwin ACA ACCA

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date: 04.09.25

Footsteps Worcestershire Limited

**Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31st December 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	25,340	4,100	29,440	42,847
Charitable activities	5				
Counselling and related services		-	-	-	650
Investment income	4	3,628	-	3,628	2,721
Total		<u>28,968</u>	<u>4,100</u>	<u>33,068</u>	<u>46,218</u>
EXPENDITURE ON					
Charitable activities	6				
Counselling and related services		17,906	77,970	95,876	109,726
NET INCOME/(EXPENDITURE)		11,062	(73,870)	(62,808)	(63,508)
RECONCILIATION OF FUNDS					
Total funds brought forward		177,783	73,870	251,653	315,161
TOTAL FUNDS CARRIED FORWARD		<u>188,845</u>	<u>-</u>	<u>188,845</u>	<u>251,653</u>

The notes form part of these financial statements

Footsteps Worcestershire Limited

Balance Sheet
31st December 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	13	316	-	316	790
CURRENT ASSETS					
Debtors	14	3,050	-	3,050	16,547
Cash at bank		<u>192,729</u>	<u>-</u>	<u>192,729</u>	<u>237,987</u>
		195,779	-	195,779	254,534
CREDITORS					
Amounts falling due within one year	15	(7,250)	-	(7,250)	(3,671)
NET CURRENT ASSETS		<u>188,529</u>	<u>-</u>	<u>188,529</u>	<u>250,863</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>188,845</u>	<u>-</u>	<u>188,845</u>	<u>251,653</u>
NET ASSETS		<u>188,845</u>	<u>-</u>	<u>188,845</u>	<u>251,653</u>
FUNDS	17				
Unrestricted funds				188,845	177,783
Restricted funds				-	73,870
TOTAL FUNDS				<u>188,845</u>	<u>251,653</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 19-8-25 and were signed on its behalf by:



P W Southall - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31st December 2024**

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

INCOME

All income is recognised in the Statement of Financial Activities once the Charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income from grants is only deferred when the charity has to fulfil conditions not yet met before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Donations from individuals within the community are recognised immediately upon receipt.

Interest income is recognised for all interest-bearing instruments on the effective interest rate basis.

EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Assets above £100 are capitalised.

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

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 when the charity becomes party to the contractual provisions of the instrument.

**Notes to the Financial Statements - continued
for the Year Ended 31st December 2024**

1. ACCOUNTING POLICIES - continued**FINANCIAL INSTRUMENTS**

Financial assets are offset, with the net amounts presented in the accounts where 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.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market value rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If they are presented as non-concurrent liabilities. Trade payables are recognised initially at transaction costs.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical areas of judgement

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity. The allocation of general support costs is between individual unrestricted and restricted funds is directly linked to the assumptions made in allocating staff costs between individual unrestricted and restricted funds.

Significant areas of estimation uncertainty

The charity has recognised grant income due from the National Lottery that is to be received in future years £nil (2023 £13,015). The grant has been received in full and the remaining balance from previous carried forward under spends has been fully spent during the year.

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Community donations	14,590	3,847
Grants	<u>14,850</u>	<u>39,000</u>
	<u>29,440</u>	<u>42,847</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Bank interest	<u>3,628</u>	<u>2,721</u>

Footsteps Worcestershire Limited

**Notes to the Financial Statements - continued
for the Year Ended 31st December 2024**

5. INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
	Activity	£	£
Bereavement Awareness Training	Counselling and related services	<u>-</u>	<u>650</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Counselling and related services	<u>83,409</u>	<u>12,467</u>	<u>95,876</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	49,519	48,886
Travel	3,886	2,284
Communications	534	951
Bereavement Consultancy	26,930	40,642
Staff training	153	843
Workshops	440	812
Supervision	987	1,572
Resources	<u>960</u>	<u>2,254</u>
	<u>83,409</u>	<u>98,244</u>

8. SUPPORT COSTS

	Management
	£
Counselling and related services	<u>12,467</u>

Support costs, included in the above, are as follows:

	2024	2023
	Counselling and related services	Total activities
	£	£
Rent	4,480	1,280
Insurance	493	710
Light and heat	194	-
Computer expenses	160	202
Postage and stationery	803	1,274
Subscriptions	404	482
Sundries	836	1,121
Bank charges	67	65
Independent examination fee	3,000	2,880
Bookkeeping and payroll services	1,556	1,767
Depreciation	<u>474</u>	<u>1,701</u>
	<u>12,467</u>	<u>11,482</u>

Footsteps Worcestershire Limited

**Notes to the Financial Statements - continued
for the Year Ended 31st December 2024**

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	474	1,701
Rent payable under operating leases	<u>4,480</u>	<u>1,280</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2024 nor for the year ended 31st December 2023.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31st December 2024 nor for the year ended 31st December 2023.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2024	2023
	<u>2</u>	<u>2</u>
Average number of employees		

No employees received emoluments in excess of £60,000.

Total remuneration (including employer national insurance and employer pension) paid to employed key management personnel during the year was £21,572 (2023: £21,439).

Two members of key management are engaged on a consultancy basis, and their payments are summarised as follows:

- Mrs S M Smith - consultancy fees totalling £7,845 (2023: £9,795).
- Mr J Smith - consultancy fees totalling £nil (2023: £60).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	27,847	15,000	42,847
Charitable activities			
Counselling and related services	650	-	650
Investment income	<u>2,721</u>	<u>-</u>	<u>2,721</u>
Total	<u>31,218</u>	<u>15,000</u>	<u>46,218</u>

Notes to the Financial Statements - continued
for the Year Ended 31st December 2024

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

EXPENDITURE ON

Charitable activities

Counselling and related services

3,183106,543109,726

NET INCOME/(EXPENDITURE)

Transfers between funds

28,035

(91,543)

(63,508)

917(917)-

Net movement in funds

28,952

(92,460)

(63,508)

RECONCILIATION OF FUNDS

Total funds brought forward

148,831

166,330

315,161

TOTAL FUNDS CARRIED FORWARD

177,78373,870251,653

13. TANGIBLE FIXED ASSETS

Computer
equipment
£

COST

At 1st January 2024 and
31st December 202417,772

DEPRECIATION

At 1st January 2024
Charge for year

16,982

474

At 31st December 2024

17,456

NET BOOK VALUE

At 31st December 2024

316

At 31st December 2023

790

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

2024

2023

£

£

Prepayments and accrued income

3,05016,547

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

2024

2023

£

£

Trade creditors

2,659

215

Social security and other taxes

571

-

Accrued expenses

4,0203,4567,2503,671

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

2024

2023

£

£

Within one year

4,0393,960

Footsteps Worcestershire Limited

Notes to the Financial Statements - continued
for the Year Ended 31st December 2024

17. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	133,716	11,062	144,778
Winding Up Fund	<u>44,067</u>	<u>-</u>	<u>44,067</u>
	177,783	11,062	188,845
Restricted funds			
Awards For All - Remote	5,276	(5,276)	-
National Lottery Community Fund	<u>68,594</u>	<u>(68,594)</u>	<u>-</u>
	<u>73,870</u>	<u>(73,870)</u>	<u>-</u>
TOTAL FUNDS	<u>251,653</u>	<u>(62,808)</u>	<u>188,845</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	28,968	(17,906)	11,062
Restricted funds			
Awards For All - Remote	-	(5,276)	(5,276)
John Martin's Charity	4,100	(4,100)	-
National Lottery Community Fund	<u>-</u>	<u>(68,594)</u>	<u>(68,594)</u>
	<u>4,100</u>	<u>(77,970)</u>	<u>(73,870)</u>
TOTAL FUNDS	<u>33,068</u>	<u>(95,876)</u>	<u>(62,808)</u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	104,764	28,035	917	133,716
Winding Up Fund	<u>44,067</u>	<u>-</u>	<u>-</u>	<u>44,067</u>
	148,831	28,035	917	177,783
Restricted funds				
Awards For All - Remote	-	5,276	-	5,276
National Lottery Community Fund	165,031	(96,437)	-	68,594
National Lottery - Equipment	<u>1,299</u>	<u>(382)</u>	<u>(917)</u>	<u>-</u>
	<u>166,330</u>	<u>(91,543)</u>	<u>(917)</u>	<u>73,870</u>
TOTAL FUNDS	<u>315,161</u>	<u>(63,508)</u>	<u>-</u>	<u>251,653</u>

Footsteps Worcestershire Limited

**Notes to the Financial Statements - continued
for the Year Ended 31st December 2024**

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	31,218	(3,183)	28,035
Restricted funds			
Awards For All - Remote	10,000	(4,724)	5,276
John Martin's Charity	5,000	(5,000)	-
National Lottery Community Fund	-	(96,437)	(96,437)
National Lottery - Equipment	-	(382)	(382)
	<u>15,000</u>	<u>(106,543)</u>	<u>(91,543)</u>
TOTAL FUNDS	<u>46,218</u>	<u>(109,726)</u>	<u>(63,508)</u>

PURPOSE OF FUNDS

Unrestricted Funds

General Fund

The unrestricted fund can be used for any charitable purpose within the charity's objects and approved by the Trustees. It is the policy of the charity to build a reserve of nine months' operating costs in this fund.

Winding Up Fund

This fund is designated in order to provide sufficient funds to cover the cost of redundancy and lease termination costs in the event of the charity winding up, as well as the continuation of services provided to families already receiving support.

Restricted Funds

National Lottery Community Fund

The grants received on this fund are to cover salaries, travelling expenses, office rent, insurance, postage, stationery etc. During the year, £68,594 of lottery funding was spent on these costs, leaving £nil on the fund at the year end.

Awards For All - Remote Training

A grant of £10,000 was received in 2023, to cover the costs of Remote Bereavement Support Groups & Training for Young People & Professionals. A total of £5,726 has been spent during the year, leaving £nil on the fund at the year end.

National Lottery - Equipment

A grant of £10,000 was received in 2020 towards the cost of updating the information technology and the purchase of computer software.

John Martin's Charity

A grant of £4,100 was received in the year towards supporting children in the Evesham area. This has been fully spent in the year.

Footsteps Worcestershire Limited

**Notes to the Financial Statements - continued
for the Year Ended 31st December 2024**

18. RELATED PARTY DISCLOSURES

Related party transactions for the year ended 31 December 2024 with S Smith for consultancy services were £7,845 (2023: £9,795) and expenses reimbursed were £622 (2023: £524).

19. INDEPENDENT EXAMINER FEES

During the year the independent examiner has charged £3,000 (2023: £2,880) for the independent examination and £1,556 (2023: £1,767) for bookkeeping and payroll services.

Footsteps Worcestershire Limited

**Detailed Statement of Financial Activities
for the Year Ended 31st December 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Community donations	14,590	3,847
Grants	<u>14,850</u>	<u>39,000</u>
	29,440	42,847
Investment income		
Bank interest	3,628	2,721
Charitable activities		
Bereavement Awareness Training	<u>-</u>	<u>650</u>
Total incoming resources	33,068	46,218
EXPENDITURE		
Charitable activities		
Wages	48,440	47,869
Pensions	1,079	1,017
Travel	3,886	2,284
Communications	534	951
Bereavement Consultancy	26,930	40,642
Staff training	153	843
Workshops	440	812
Supervision	987	1,572
Resources	<u>960</u>	<u>2,254</u>
	83,409	98,244
Support costs		
Management		
Rent	4,480	1,280
Insurance	493	710
Light and heat	194	-
Computer expenses	160	202
Postage and stationery	803	1,274
Subscriptions	404	482
Sundries	836	1,121
Bank charges	67	65
Independent examination fee	3,000	2,880
Bookkeeping and payroll services	1,556	1,767
Depreciation of computer equipment	<u>474</u>	<u>1,701</u>
	<u>12,467</u>	<u>11,482</u>
Total resources expended	<u>95,876</u>	<u>109,726</u>
Net expenditure	<u>(62,808)</u>	<u>(63,508)</u>