



ICUsteps Annual Report: 1 February 2024 – 31 January 2025

Registered charity no: 1169162

Registered address: ICUsteps, Kemp House, 152 City Road, London EC1V 2NX

Introduction

ICUsteps is the intensive care patient and relative support charity. Run by and for former patients and relatives, our goal is to improve the care and support available to patients recovering from critical illness during their long recovery.

As a charity, we aim to:

- support patients and relatives affected by critical illness,
- promote recognition of the physical and psychological consequences of critical illness through education of the medical profession and the public,
- encourage research into treatment and the prevention of these issues.

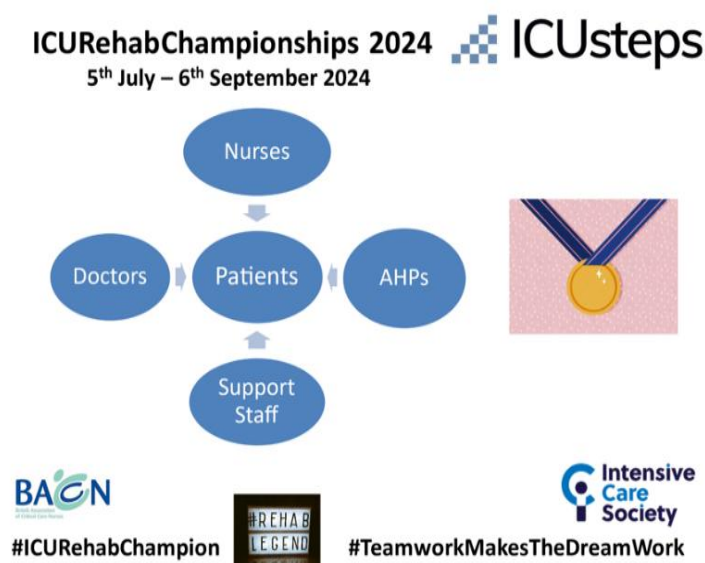
We deliver on these aims through a small team of volunteers, led by a Board of Trustees that includes former intensive care patients, relatives, and healthcare professionals. We have no paid staff and rely entirely on donations and occasional fundraising efforts.

This report sets out some of the work by ICUsteps and its volunteers to support and promote the interests of patients and relatives affected by critical illness in the year to 31 January 2025. It also briefly sets out our agreed workstreams for the year to 31 January 2025. We welcome and invite your comments on our work at contact@icusteps.org.

Rehab Campaign – July 2024

Following on from our successful Rehab Campaign in July 2023 we celebrated another day in July 2024 supported by our trustees and health care professionals Kate Tantom and team. This year our campaign focused on the Olympics; it was a great celebration of the whole multidisciplinary team and showcasing why they are so important in helping people make their best recovery during and after critical illness.

ICUsteps supported the ICUREhabChampionships 2024, the link to the YouTube video show cases all the great work that units embarked on to support rehabilitation and the raise the need and awareness.



<https://youtu.be/QVsZBL7RLAM>



Information

ICUsteps is recognised in the critical care community for the quality and accessibility of its patient-centred information resources. In 2024, we:

- continued to provide guidance, freely available on our website including 13 information sheets, developed by former patients in collaboration with healthcare professionals.
- continued to provide printed copies to ICUs of 'Intensive Care: a guide for patients and relatives' (49 from June 2024) and 'Visiting the ICU' (for children) (27 from June 2024).
- continued to have available for free on our website translations of 'Intensive Care: a guide for patients and relatives' to ensure we reach as wide a community of former patients and relatives as possible.
- When you're an ICU patient or a family member of a patient recovering from critical illness you can encounter unique legal needs that many people won't ever experience. Following critical illness patients can struggle with physical, psychological or cognitive problems that can make dealing with legal issues very difficult. ICUsteps alongside Slater and Gordon produced the following information to help navigate some of the challenges <https://icusteps.org/assets/files/information-sheets/legal-services.pdf>
- Collaborative working with a national working party to review the intensive care guide alongside the Road to Recovery document – no resource is currently available to support changes/updates to the Road to Recovery document. Revisions to the ICUsteps guide are in progress.

Support

ICUsteps has developed a strong reputation for patient, relative and healthcare professional support across the critical care community in the UK and beyond.

As part of this, we enable local intensive care support groups to benefit from the name recognition and reputation we have established by applying to become affiliates of ICUsteps. These groups benefit, share information and learn from being part of a network of likeminded former patient peers and healthcare professionals working towards widespread support and rehabilitation aims. They can also contribute to ICUsteps' role as a national intensive care patient organisation by helping us to speak with a louder, more representative, critical care patient voice.

There are 20 affiliated groups in England, Scotland, Wales, and the Republic of Ireland.

A list of the affiliate groups, and when they aim to meet, is available at: <https://icusteps.org/support/support-groups>. Information about forming an affiliate group is available at: <https://icusteps.org/contactus>.

This year we also continued:

- Meetings have continued amongst trustees, volunteers and health care professionals who have expressed a keen interest to offer support to the London Community. The desire to help others came about because the lack of support following discharge from hospital was highlighted by a trustee and volunteer with lived experience. ICUsteps have offered support and guidance to enable the collaboration of this working party with an aim to plan and facilitate a virtual support group in the future.
- Facilitator training, governance and the long-term management of the group continues to be discussed.
- responded to email contacts from former patients and relatives by providing information and/or signposting to affiliate groups or other organisations, and
- provided online support, guidance, and presentations to healthcare professionals.

Through our Network support group meetings, we have introduced a Safeguarding policy for all affiliated groups, alongside safeguarding training for group leads.

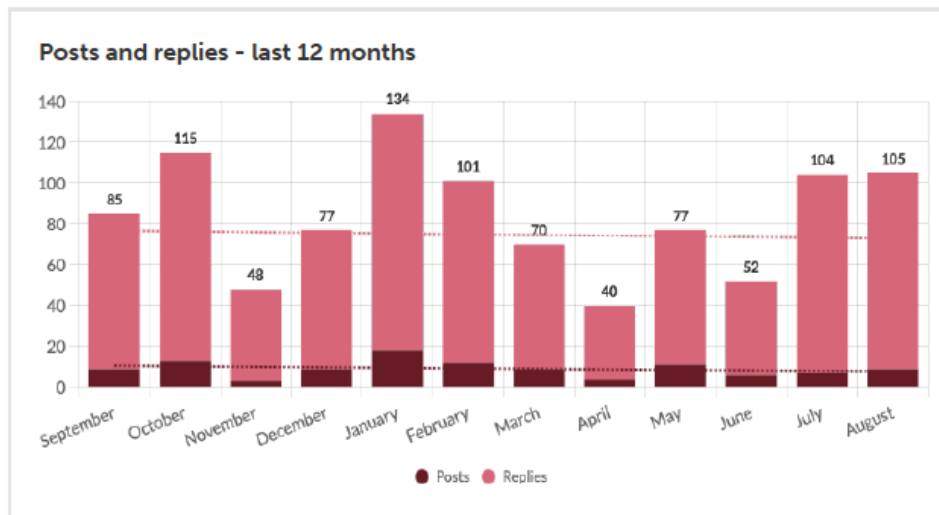
We have produced ICUsteps Virtual Peer Support Group Guidance, a collaboration amongst those providing online support which highlights and recognises good practice when leading an online support group meeting.



Online community – HealthUnlocked

ICUsteps hosts an online moderated community for former patients, relatives, and healthcare professionals at: <https://healthunlocked.com/icusteps>. Some of our trustees share information and guidance based on their experiences of ICU.

Community membership increased this year, with an additional 278 members between September 2024 and January 2025, with monthly active member remaining steady (324 in April 2024 compared with 334 in April 2025). Notably, each post made generates on average 10x the replies.



All-time posts - by end of last month

2,556

All-time replies - by end of last month

22,883

We thank all those who contributed to the community in 2024.

Awareness and Collaborations

Raising awareness of the impact and consequences of critical illness continue to be a priority for ICUsteps.

- ICUsteps have contributed to the NCEPOD (National Confidential Enquiry into Patient Outcome and Death) study examining rehabilitation following critical illness. The inaugural meeting was held in December 2022. An interim meeting was attended in May 2023 and subsequently June 2024. We have also informed the patient questionnaire and the type and nature of the data being collected. Full publication is scheduled for June 2025: <https://www.ncepod.org.uk/ICURehab.html>
- ICUsteps has representation at both the CCLF and the ICS PRPAG (Patients, Relatives and the Public Advisory Group) this provides us with the opportunity to stay updated, share our knowledge and experience as well as network with partnering professional groups.
- ICUsteps are contributing to the update (version 3) of the Guidelines for the Provision of Intensive Care Services (GPICS), produced by the Intensive Care Society in collaboration with the Faculty of Intensive Care Medicine (FICM). The previous chapter contributed by ICUsteps was about the patient voice. This has been expanded to two chapters including the family voice in ICU. Review of the updated chapters is ongoing. No known date for publication yet.
- ICUsteps and National collaborative, inaugural meeting to review the Road to Recovery document currently hosted on the ICUsteps web site. The goal of the collaborative is to hybridise the ICUsteps guide and the RtoR document. A side-by-side review was undertaken by ICUsteps trustees, volunteers



plus those with lived experience. The scoping exercise may indicate that the overlap between the two maybe less than originally thought and that they may serve two differing purposes/audiences. Ongoing meetings are required, and work will begin on the review of the ICUsteps guide.

- ICUsteps was asked to provide a letter of support for the national benchmarking organisation ICNARC as they bid to improve real time reporting for Intensive Care Units. This will make it easier for all Units to ensure high quality standards and improvements in care.
- We attended 2 conferences with the ICUsteps stand as part of our plan to raise awareness, network and share our information and resources amongst health care professionals. In October 2024 we visited Aberdeen for the British Association of Critical Care Nurses conference, and the East of England annual critical care conference. Attendance reaffirmed the need to network with health care professionals, they are at the point of care, and it is invaluable for them to know and understand the need for patient information and support.

Research

Research continues to be a key area of activity for ICUsteps, focused on research that potentially benefits current and former patients and their relatives.

In 2024, we:

- responded to 40 requests for help with research studies, including 21 studies that sought input from our research volunteers.
- continued to support our information group of former patients and relatives who review and comment on 'Plain English' summaries of research, including 12 patient information sheets and lay research summaries.
- co-applicant on one research project: REGAIN, trialling virtual exercises for hospitalised COVID patients, looking at Covid-19 ICU patients experience of recovery. The study showed that the virtual exercise classes were effective and was published in February 2024 in the BMJ.
- If you would like to support our research work, as a volunteer or researcher, please visit: <https://www.icusteps.org/research>.

ICUsteps Active

ICUsteps Active began its journey in March 2023 with the recruitment of its first cohort of patients to take part in the development of an online rehabilitation programme alongside two experienced ICU physiotherapists and a therapy assistant. ICUsteps Active also has the benefit of an online support group following the exercise session.

ICUsteps Active went live on the 7th October 2024 and was presented at conferences in Barcelona and Oslo by the team. The programme was also presented at the BACCN conference in Aberdeen as well as Cambridgeshire NHS trust study day. Health care professionals can have the opportunity to refer patients via the online application.

<https://icusteps.org/professionals/news-and-updates/icusteps-active>

Recruitment – *Volunteer and Trustee appointments*

Three trustees were recruited and appointed via a safer recruitment process over the last reporting year. All trustees are interviewed, online disclosure checks are completed, and two references taken up. All trustees undertake safeguarding training as part of their induction.

Three volunteers were recruited to support the work of the Charity over the last reporting year. Volunteers are supported via a 'buddy' system and quarterly touch points are scheduled. A volunteer guide has been produced as an introduction to ICUsteps.



We also said goodbye to both Peter Gibb former co-founder and trustee and Phil Smith treasurer. Both of whom have worked tirelessly for the charity and helped us to achieve so much. We wish them well for the future. Peter continues to support ICUsteps in a volunteer role.

Fundraising

ICUsteps received donations from individuals & small groups.

The ICUsteps Active project remains funded by our fundraiser Andrew Mikhail.

As a charity run by and for former critical care patients and relatives, we are incredibly grateful for this support.

Workstreams for the year to 31 January 2025

The Board agreed in 2024 a budget for the year and a series of detailed workstreams to 31 January 2025. These cover:

- information
- affiliate support groups
- rehabilitation
- research
- communications
- charity governance.

Progress against the workstreams is reported to each Board meeting and will inform the next annual report.

We work to the following values:

- Empathy
- Integrity
- Communication
- Community.

These are values agreed by the Trustees as key aspects which we showcase in our work. We continue to integrate these values further into the charity's work for the year ahead.

Governance

ICUsteps is a charity run by and for former critical care patients and relatives. We deliver on our aims through a small team of volunteers, led by a Board of Trustees including former intensive care patients, relatives, and healthcare professionals.

The Board have in place a safeguarding policy which incorporates a 'safer recruitment' approach.

The Board met, remotely, on four occasions in the year to 31 January 2025. At each meeting, the Board receives and considers a report from each office holder (see below), including the Treasurer, and, since October 2021, a risk register. A workplan meeting is scheduled for the new year 2025. In the AGM 2024, agreed that there would a rolling Chair until an appointment made for a new Chair.

The trustees in the year to 31 January 2025 were:

- Mo Peskett
- Peter Gibb (Chief Executive to October 2021) resigned Sep 2024
- Joanne Latham (Secretary)
- Dave Young (resigned October 2024)
- Alexander Bastin



- Dr Pam Ramsay
- Sian Saha
- Phil Smith (Treasurer) (resigned at AGM, September 2024, handed over the role in January 2025)
- Andrew Davis (Treasurer) (appointed to take on role from January 2025 as agreed at AGM, September 2024)
- Dr Christina Jones (Research Manager)
- Dr Pamela Page (Safeguarding Lead) (Rolling Chair for December 2024 Trustee Board Meeting)
- Dr Monica Trivedi (Lead Clinician)
- Dr Colette Grundy (appointed September 2024)
- Sarah Park (appointed December 2024)
- Stella Amor (appointed September 2024)

The trustees are conscious of, and have regard to, their legal responsibilities in relation to ICUsteps. This includes complying with their duty to have due regard to the Charity Commission's guidance on public benefit when exercising their powers or duties.

This annual report was approved by the Trustees on 22 September 2025 and signed on their behalf by:

Signed by:

Mo Peskett

1213448AD41A474...

Mo Peskett, Chair

DocuSigned by:

Joanne Latham

4F78C4DB3242454...

Joanne Latham, Secretary

	Charity Name		No (if any)		CC16a
	ICUSTEPS		1169162		
	Receipts and payments accounts				
	For the period from	Period start date	To	Period end date	
		01/02/2024		31/01/2025	
Section A Receipts and payments					
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	733.62			733.62	2302.12
Fund raising	1085.72			1085.72	
Bequest				0.00	
Funding donation				0.00	
Presentation expenses				0.00	
Charities Aid foundation				0.00	
Website maintenance				0.00	
ICUsteps active (protected funds)		16720.00		16720.00	12309.80
Booklet Orders	6603.00			6603.00	3944.00
				0.00	
Sub total (Gross income for AR)	8422.34	16720.00	0.00	25142.34	18555.92
A2 Asset and investment sales, (see table).					
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00
Sub total	0.00	0.00	0.00	0.00	0.00
Total receipts	8422.34	16720.00	0.00	25142.34	18555.92
A3 Payments					
Stationery and postage	282.90			282.90	679.39
Website hosting & Software	1721.04			1721.04	1677.60
Re branding & advertising	1384.80			1384.80	576.00
Other	138.12			138.12	761.33
Bank charges	61.60			61.60	60.00
Donation or development work	1000.00			1000.00	
Subs				0.00	
Training	203.50			203.50	
Mail Management				0.00	
Payment for the Hall	102.00			102.00	85.00
Ins/ Legal costs	527.77			527.77	656.60
Booklet orders/ design work	6978.20			6978.20	1814.40
Travel exps ICU Meetings	421.28			421.28	323.25
Travel expenses on behalf of ICU	1043.08			1043.08	344.75
INACTIC Grant Funding (re imbursement)				0.00	
ICUsteps active expenses		7429.06		7429.06	5953.80
Sub total	13864.29	7429.06	0.00	21293.35	12932.12
A4 Asset and investment purchases. (see table)					
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
Sub total	0.00	0.00	0.00	0.00	0.00
Total payments	13864.29	7429.06	0.00	21293.35	12932.12
Net of receipts/(payments)	-5441.95	9290.94	0.00	3848.99	5623.80
A5 Transfers between funds	0.00	0.00	0.00	0.00	0.00
A6 Cash funds last year end			0.00	0.00	
Cash funds this year end	-5441.95	9290.94	0.00	3848.99	5623.80
Section B Statement of assets and liabilities at the end of the period					
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £	
B1 Cash funds	Bank Account	38927.33	0.00	0.00	
	ICU Reserve		6000.00	0.00	
	Icusteps active		15646.94		
		0.00		0.00	
	Total cash funds	38927.33	21646.94	0.00	

	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		0.00	0.00	0.00
		0.00	0.00	0.00
		0.00	0.00	0.00
		0.00	0.00	0.00
		0.00	0.00	0.00
		0.00	0.00	0.00
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
			0.00	0.00
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			0.00	
			0.00	
			0.00	
			0.00	
			0.00	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Original Signed	Andrew Davis Mo Peskett	08.09.2025	

23-09-2025

Signed by:
Andrew Davis
85B678E6E5B8490...

Signed by:
Mo Peskett
1213448AD41A474...



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
ICUSteps

On accounts for the year
ended

31/1/2025

Charity no
(if any)

1169162

Set out on pages

2

(Remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/1/2025.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

20/02/2025

Name:

Mr Simon Walker (Owner Direct Adhesives)

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

N/A

Address:

The Hintons, Main Street, Adstock, Buckingham, Buckinghamshire
MK18 2 JN

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

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