A group of five diverse young people (three Black and two white) are smiling and standing in a row. They are all wearing orange t-shirts with the text "STEVE BROWNE FOUNDATION ASPIRE 2 B" printed on them. The background is a solid dark blue-grey color.

Steve Browne Foundation – Strategic Impact & Financial Review 2024-25

A comprehensive review of the Steve Browne Foundation's transformative impact, financial performance, and strategic priorities for 2024-25, highlighting our commitment to inclusion, resilience, and youth empowerment through support and certified programs.

Executive Summary

The 2024-25 financial year marked a period of significant transformation for the Steve Browne Foundation. Built on the principles of inclusion, resilience, and empowerment, our charity has seen exponential growth in income, program participation, and community engagement. Through strategic restructuring, enhanced funding, and innovative program development, we have laid a strong foundation for long-term sustainability and systemic impact.

We supported over 1,500 young people through sports, education, and mentoring, with 29% more participants engaged this year compared to the last. Our delivery is now certified through the AQA Unit Award Scheme (UAS), and we have proudly achieved Skills Builder Provider status, ensuring that our offer aligns with recognised skill-building frameworks.

1,500+

Young People Supported

Through our flagship programs

29%

Increase in Participation

Year-on-year growth

500%

Income Growth

Compared to previous year

This review outlines our financial performance, leadership development, program impact, and our strategic priorities for 2024-25, including expanded provision for at-risk youth and the scale-up of our certified programs. The foundation continues to build futures through holistic support, creating pathways to success for young people from all backgrounds.

Leadership Development & Organisational Restructure

To maximise our strengths and meet growing demand, we restructured our Board of Trustees in 2023. This restructure has allowed for better governance and role clarity. Most notably, our founder and former Chairperson, **Sonia Browne**, has transitioned into a more active operational role as **Strategic Coordinator**, where she leads program delivery, partnership development, and impact strategy.

We also introduced a **part-time Mental Health and Wellbeing Coach** to provide consistent mental health and emotional resilience support for young participants. This addition reflects our holistic approach, ensuring that we support not only career readiness but also personal well-being. The new Wellbeing Coach role will **drive the wellbeing and mental health agenda** across the organisation.

As part of this commitment, we aim to **launch our first Wellbeing Camp**, offering a dedicated space for participants to reflect, build resilience, and receive targeted support as part of their developmental journey. This initiative represents our understanding that emotional well-being forms the foundation for all other aspects of personal and professional development.



Our restructured leadership team brings together expertise from education, youth work, mental health, and business development, creating a robust framework for governance and strategic growth. These structural changes have strengthened our leadership, improved team coordination, and enabled us to meet the increased demand for our services whilst maintaining high-quality delivery.



Programmatic Growth & Milestones

Our two flagship initiatives—**Aspire 2 B Activity Program** and **Aspire 2 B Employability Program**—continue to be the backbone of our youth development model. In 2023-24:



Engagement Reach

Over **1,500 young people** engaged in structured sports and skills development activities



Growth Trajectory

29% increase in year-on-year participation



Impact Indicators

73% of participants reported increased confidence and self-esteem



Wellbeing Outcomes

82% of surveyed participants indicated improved mental health

In addition to program expansion, we secured two critical recognitions:



Key Achievements

- **AQA UAS Certification:** Our key programs and skills training sessions are now certified, allowing young people to receive formal recognition for their development.
- **Skills Builder Provider Status:** We are now formally aligned with the Skills Builder framework, enhancing credibility and ensuring that our skill-building content meets national standards.
- **32%** of participants transitioned into volunteering or mentorship roles

Inclusive Support Focus

Our programs are specifically designed to support, but not be restricted to, **low-achieving students, young people who are not currently in education, employment, or training (NEET) and young people with limited opportunities**. By focusing on inclusivity, we ensure that all young people, regardless of background or academic ability, have access to opportunities for growth and success.

We are particularly proud of our success in **nurturing neurodiverse participants**, many of whom have flourished within our inclusive learning environment. Our tailored approach provides structure, routine, and positive reinforcement—elements that are especially beneficial for neurodiverse young people who often find mainstream environments overwhelming or exclusionary.

"I always felt different at school, but here I felt understood and supported. Now I help others who feel like I used to."

Through consistent mentoring, patient facilitation, and encouraging peer support, participants have been empowered to develop their strengths and contribute meaningfully to the Foundation. Several neurodiverse individuals who were once shy, isolated, or disengaged have now stepped forward as **confident volunteers**, helping to facilitate sessions, welcome new attendees, and act as positive role models for their peers.

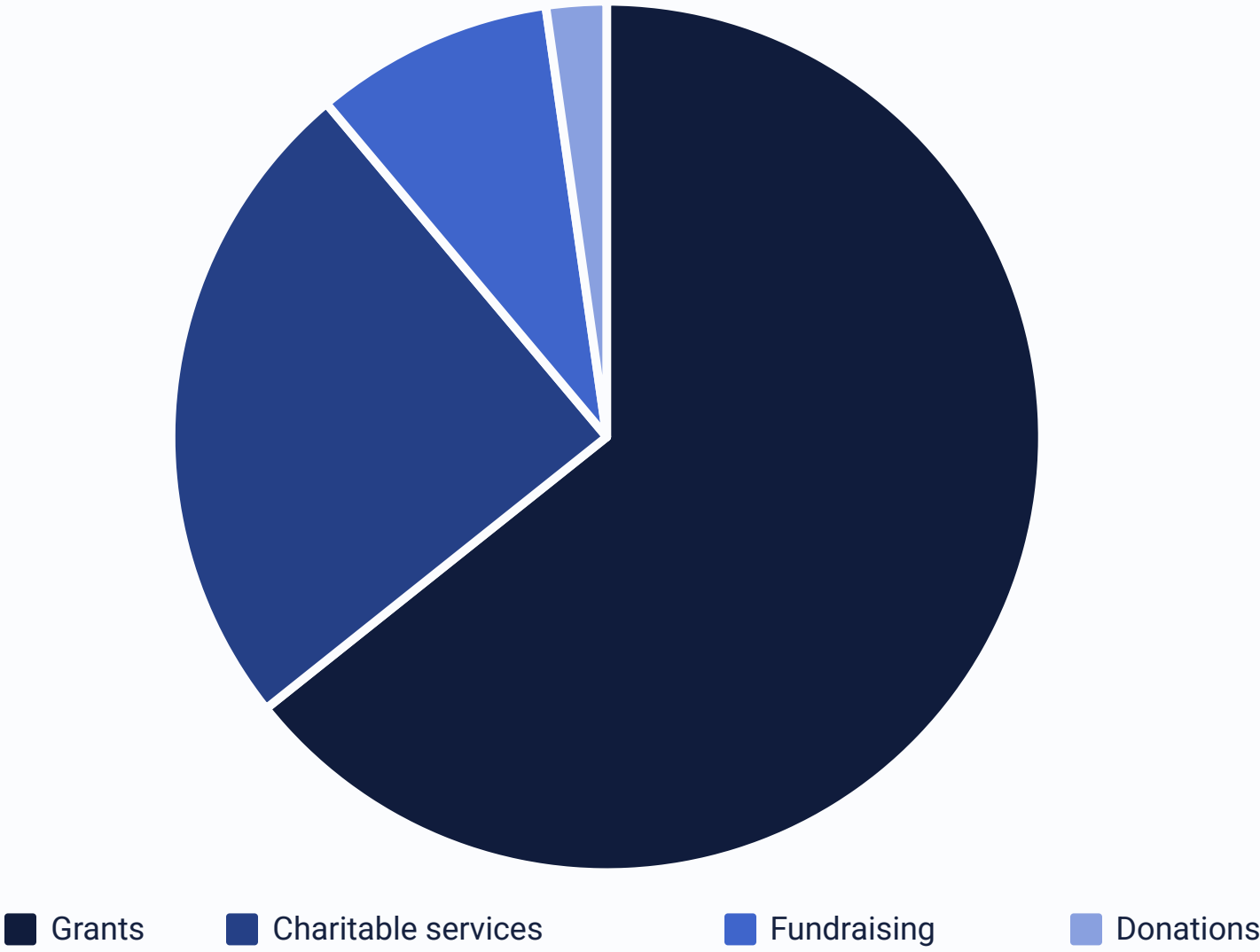
"Volunteering gave me confidence I never thought I had. I feel like I belong." "This is the first place I didn't feel like I had to hide who I am. I'm not just accepted—I'm valued."

This growth reflects our commitment to creating **safe, adaptable, and empowering spaces for all young people**, particularly those who often fall through the gaps of traditional education and support systems. By embedding inclusive practices into every aspect of delivery—from planning to facilitation—we are ensuring that neurodiversity is not only welcomed but celebrated across all our programs.

Financial Overview

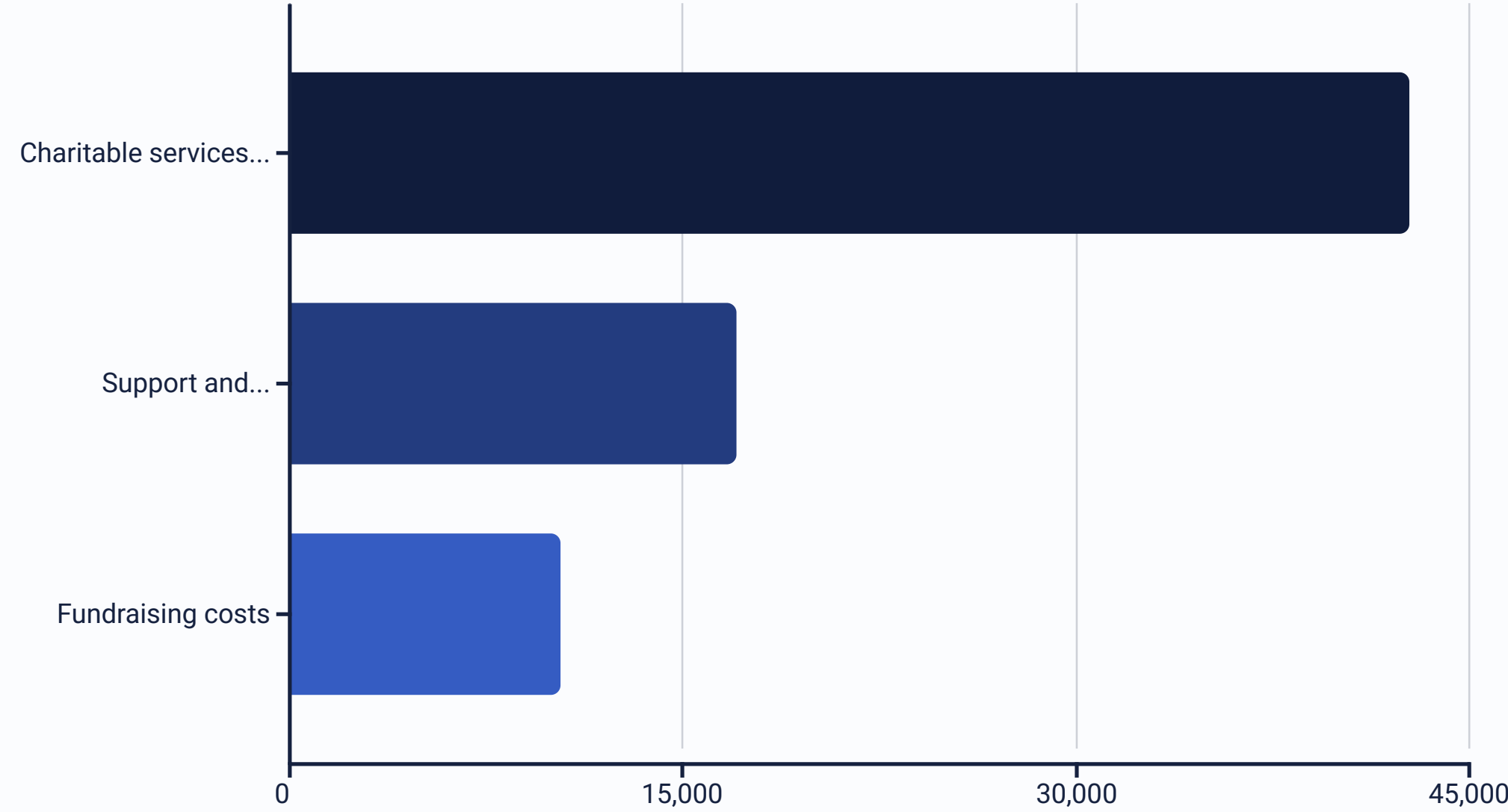


Thanks to improved grant acquisition and diversified income streams, our financial standing has significantly strengthened. Our strategic approach to funding has enabled us to build a more sustainable financial model while increasing our direct service delivery to young people



Income (2024 to 2025): £100,738.00

Our robust income generation strategy has resulted in over £100,000 in funding for the financial year 2024- 2025, representing a remarkable 500% increase compared to 2023-24. This growth has been achieved through diversification of income streams, with grants forming the largest portion at £64,800.00, followed by charitable services at £24,790.83, fundraising activities generating £8,958.61, and direct donations contributing £2,256.00.



Expenditure: £70,057.80

Our expenditure reflects our commitment to maximising direct impact. Over 60% of our total spending (£42,703.09) has been directed to charitable services delivery, ensuring that resources reach those who need them most. Support and operational costs accounted for £17,010.71, while fundraising costs were £10,344.00. This distribution demonstrates our efficient use of resources and clear prioritisation of impact.

We extend special thanks to **The Fore**, whose unrestricted grant enabled our rebrand, digital upgrade, and expanded community reach. Their support has been instrumental in our transformation and ability to scale our services effectively. The confidence shown by our funders has allowed us to invest in quality delivery, professional development, and the systems needed to demonstrate our impact robustly.



Future Strategy (2025-26)

Building on our achievements, our strategic priorities for the coming year focus on scaling our impact, strengthening partnerships, and innovating our delivery models to reach more young people with high-quality support.



Outcome & Impact Measurement

To enhance our accountability and continuously improve our services, we will:

- Introduce data dashboards to monitor participation, progression, and engagement
- Use feedback loops to iterate and improve service delivery
- Develop case studies that showcase transformative journeys and systemic change

Community Collaboration

Building on the success of this year, we propose to **align and partner with local community organisations** to extend our grassroots impact and referral network. Through these collaborations, we aim to create more seamless pathways for young people and avoid duplication of services. We intend to build on community and young people engagement and collaboration to build on our existing programs depending on their needs

We also aim to **establish strategic partnerships with corporate organisations** to co-deliver programs, provide career insight days, and secure longer-term investment in youth opportunities. These partnerships will also support wider corporate social responsibility agendas, creating mutual benefit for businesses, young people, and communities.

Conclusion



This year, we did more than deliver programs; we created change. We restructured our leadership, expanded our financial base, and brought in qualified professionals to deepen the support we offer. Through our AQA accreditation and Skills Builder status, we are raising standards and expectations for what community-led youth development can achieve.

Strategic Restructuring

Our leadership reorganisation has created clearer roles, enhanced governance, and positioned our founder to drive operational excellence. The addition of specialist roles like the Wellbeing Coach has deepened our holistic support model.

Accreditation & Quality

Achieving AQA certification and Skills Builder Provider status has elevated our credibility, ensuring young people receive recognised qualifications and develop skills aligned with national frameworks.

Financial Sustainability

With a 500% increase in income and diversified revenue streams, we have built a more robust financial foundation. Our efficient spending prioritises direct delivery, maximising impact for young people.

With continued investment and support, 2025-26 will see the Steve Browne Foundation reach new heights—engaging more young people, influencing more policy, and building stronger, fairer communities. Our strategic priorities will expand our reach, deepen our impact, and create more pathways to success for young people from all backgrounds.

The challenges facing young people today—from mental health concerns to employment barriers—require innovative, holistic solutions. The Steve Browne Foundation is uniquely positioned to deliver these solutions through our community-embedded approach, professional expertise, and commitment to inclusion and excellence.

We extend heartfelt thanks to our partners, funders, volunteers, and the young people who continue to inspire our mission with their resilience, creativity, and determination to succeed despite obstacles. Your support has made our achievements possible and will fuel our continued growth.

Together, we are building futures.

**STEVE BROWNE FOUNDATION
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025**

**STEVE BROWNE FOUNDATION
ANNUAL REPORT AND UNAUDITED ACCOUNTS
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**STEVE BROWNE FOUNDATION
COMPANY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2025**

Director	Sonia Browne
Company Number	CE014352 (England and Wales)
Accountants	NRM ACCOUNTANCY SERVICES LTD 70 Wood Street Walthamstow London E17 3HT

STEVE BROWNE FOUNDATION
(COMPANY NO: CE014352 ENGLAND AND WALES)
DIRECTOR'S REPORT

The director presents his report and accounts for the year ended 31 March 2025.

Directors

Sonia Browne held office during the whole of the period.

Statement of directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law, the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company provisions

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

Signed on behalf of the board of directors

.....
Sonia Browne
Director

Approved by the board on: 1 July 2025

**STEVE BROWNE FOUNDATION
INCOME STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £
Turnover	100,738
Cost of sales	(16,894)
Gross profit	<hr/> 83,844
Administrative expenses	(56,334)
Operating profit	<hr/> 27,510
Profit on ordinary activities before taxation	<hr/> 27,510
Tax on profit on ordinary activities	-
Profit for the financial year	<hr/> <hr/> 27,510

STEVE BROWNE FOUNDATION
STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2025

	Notes	2025 £
Current assets		
Cash at bank and in hand		32,151
Creditors: amounts falling due within one year	4	(3,238)
Net current assets		<u>28,913</u>
Net assets		<u>28,913</u>
Capital and reserves		
Profit and loss account		<u>28,913</u>
Shareholders' funds		<u>28,913</u>

For the year ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The director acknowledges his responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

The financial statements were approved by the Board and authorised for issue on 1 July 2025 and were signed on its behalf by

Sonia Browne
Director

Company Registration No. CE014352

**STEVE BROWNE FOUNDATION
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025**

1 Statutory information

Steve Browne Foundation is a private company, limited by shares, registered in England and Wales, registration number CE014352.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in £ sterling.

4 Creditors: amounts falling due within one year

2025

£

Accruals

3,238

5 Average number of employees

During the year the average number of employees was 3.

**STEVE BROWNE FOUNDATION
DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025**

This schedule does not form part of the statutory accounts.

	2025 £
Turnover	
Fees	100,738
Cost of sales	
Subcontractor costs	5,995
Other direct costs	10,899
	16,894
Gross profit	83,844
Administrative expenses	
Wages and salaries	15,789
Rent	1,740
Telephone and fax	520
Postage	400
Stationery and printing	3,478
Bank charges	17
Insurance	400
Equipment expensed	9,802
Software	5,983
Sundry expenses	240
Accountancy fees	918
Consultancy fees	12,900
Advertising and PR	2,497
Other legal and professional	1,650
	56,334
Operating profit	27,510
Profit on ordinary activities before taxation	27,510



Section A

Independent Examiner's Report

Report to the trustees

Steve Browne Foundation

On accounts for the year
ended

31st March 2025

Charity no
(if any)

1178821

Set out on pages

(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 MARCH 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

The charity's gross income exceeded £100,000 and I am qualified to undertake the examination by being a qualified member of Association of Chartered Certified Accountants.

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.

Signed:

N Kattirtzis

Date:

09/07/2025

Name:

Nicolaos Kattirtzis

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

Fellow of the Association of Chartered Certified Accountants

Address: 70 Wood Street

London

E17 3HT

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.