

FIRST STEPS ED

England & Wales · Charity number 1185092

Details

Status Registered

Legal form CIO

Registered 2019-08-29

Register [View on the Charity Commission register](#)

Contact

Address First Steps ED
Woburn House
Vernon Gate
Derby
DE1 1UL

Phone 03001021685

Email info@firststepsed.co.uk

Website www.firststepsed.co.uk

Activities

Objects: 1. THE RELIEF OF INDIVIDUALS OF ALL AGES (AND THEIR FAMILIES) WHOSE LIVES ARE AFFECTED BY DIAGNOSED AND UNDIAGNOSED EATING DIFFICULTIES AND DISORDERS AND OTHER MENTAL HEALTH ISSUES BY PROVIDING INFORMATION, ADVICE AND SUPPORT.2. THE PRESERVATION AND PROTECTION OF THE PHYSICAL AND MENTAL HEALTH OF FAMILIES AND CARERS OF THOSE SUFFERING FROM EATING DISORDERS AND OTHER MENTAL HEALTH ISSUES BY PROVIDING INFORMATION AND SUPPORT.3. TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY PROVIDING TRAINING FOR CARERS, PROFESSIONALS AND THE GENERAL PUBLIC OF PEOPLE SUFFERING FROM EATING DISORDERS, AND OTHER MENTAL HEALTH ISSUES.

Activities: First Steps ED is a national eating disorder charity supporting people of all ages, genders and backgrounds. In the field of eating disorders, we offer the widest range of high-quality care focused on the needs of the individual. The services include psychotherapy, counselling, workshops, peer support and online tools for everyone impacted by eating disorders, including family and loved ones.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,398,731	£1,392,376	£714,146	39
2024-03-31	£1,410,872	£1,171,804	£707,791	37
2023-03-31	£937,206	£881,440	£468,723	28
2022-03-31	£574,377	£607,245	£412,957	18
2021-03-31	£35,877	£626,830	£445,825	14

Trustees

Name	Role	Appointed
Karen Louise Jackson	Chair	2023-07-04
Adrian Sutherland		2023-08-01
Adrian Tams		2025-07-01
Clare Fleming		2025-07-01
Eric Johnson-Sabine		2025-08-04
Kelly Lindsey Stevens		2021-04-01
Natasha Jetha		2025-07-01
Neil Callow		2023-11-09
Stephen McGowan		2025-08-04
Susan Jane Asselbergs McCready		2021-04-01

FIRST STEPS ED

England & Wales - Charity number 1185092

Accounts

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
FIRST STEPS ED**



First Steps ED

Supporting Every Step of Your
Eating Disorder Journey

A charity supporting children, young people, adults, and families affected by eating difficulties and disorders.

At First Steps ED, we understand eating disorders because we've been there. Our charity was founded on the experiences of people living with, recovering from, or caring for someone with an eating disorder or related mental health challenges.

FIRST STEPS ED

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FIRST STEPS ED

CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2025

It has been another year of growth and development for our service teams and volunteers, and as a board of trustees, we are delighted that we continue to support children, young people and adults as well as parents and carers from more areas across England.

As you will see from the report, we are supporting more people, and whilst this is evidence of our success, it does stretch our services, and we continue to look at innovative ways to reach and support individuals who reach out to us.

The commitment of the CEO and leadership team has moved the organisational culture and performance significantly. Additionally the commitment of all colleagues has continued to deliver for each other and service users.

On behalf of the board of trustees, I would like to thank everyone involved in supporting so many through their eating disorder recovery journey.

Our thanks also go to our committed funders, commissioners, and partners for their ongoing support in these challenging times enabling First Steps ED to be there when you needed us.

Karen Louise Jackson - Chair

FIRST STEPS ED

CHIEF EXECUTIVE OFFICE REPORT FOR THE YEAR ENDED 31 MARCH 2025

During the last financial year, First Steps ED went through plenty of change. But what remained the same is the passion, dedication, and hard work of our staff, sessional workers, volunteers, and beneficiaries. Without all of you, none of what we celebrate today would have been possible. So, I would like to begin with a heartfelt thank you before we reflect on all that has been achieved.

Over the year, the charity expanded into new areas, including Staffordshire and Lincolnshire, while also growing our service offerings in many of our existing regions. On top of this, we continued to elevate our services and adapt how we support individuals.

In order to help more people—and in light of these changes—we worked together with staff, volunteers, and beneficiaries to update and evolve our strategy, launching a refreshed version at the start of Year 2 of our strategic plan. To complement this, we updated our brand and the way we communicate, all of which will be shared in today's presentation.

The charity has also grown its donations outside of our core partnerships within the NHS, thanks to the generosity of our amazing donors and fundraisers. Furthermore, we have expanded our communications, investing in PR and advertising to reach more people. This new energy has started to put First Steps ED firmly on the map, enabling us to take on more responsibilities in Parliament and build stronger partnerships across the country.

Daniel Magson – Chief Executive Officer

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The First Steps ED (FSED) board of trustees take pleasure in presenting their annual report and the audited financial accounts of the Charitable Incorporated Organisation (CIO) 1185092 for the year ended 31 March 2025.

The principal object of the charity is to provide specialist services for people with eating disorders. This includes individual and group therapy for children and young People (5 to 17 years) counselling and psychotherapy for adults (16 years +) and weekly support groups and psychoeducation workshops for all ages, genders, and backgrounds, including parents/carers, alongside accredited professional training.

OBJECTIVES AND ACTIVITIES

Objectives and activities

First Steps ED has been, and continues to be, developed by people who have lived experience of eating disorders and co-occurring mental health disorders, either personally or through caring for someone close to them. We provide early intervention and prevention services that compliments the NHS and Public Health in the community working closely in the health and education environments.

First Steps ED has been at the forefront of improving the lives of people of all ages impacted by mental health and eating disorders and since 2004 has built a reputation as the Midlands Eating Disorder Charity, working further afield across the UK through our dedicated team of staff and volunteers many having a lived experience who are focused on bringing hope, opportunities, and choices that recovery is a real possibility and people are no longer defined by their illness.

As a registered charity (1185092), we have charitable objectives, which are:-

1. The relief of individuals of all ages (and their families) whose lives are affected by diagnosed and undiagnosed eating difficulties and disorders and other mental health issues by providing information, advice, and support.
2. The preservation and protection of the physical and mental health of families and carers of those suffering from eating disorders and other mental health issues by providing information and support.
3. To advance education for the public benefit by providing training for carers, professionals, and the public, of people suffering from eating disorders, and other mental health issues.

Public benefit

In planning our activities for the year, we kept in mind the Charity Commissions guidance on public benefit at our trustee meetings.

First Steps ED is open to all individuals irrespective of race, gender, or other personal circumstances, and we strive to make adjustments to support people where this is in our control.

Governance and management

The management of the charity is the responsibility of the Trustees who are appointed through a transparent national recruitment process under the terms of the Charitable Incorporated Organisation (CIO) Constitution Foundation Model.

First Steps ED has a board of up to 13 Trustees¹. The Board meets regularly and is responsible for the strategic direction, policy setting and appointment of its Chief Executive Officer. Trustees are required to sign a code of conduct and declare any conflicts of interest. The appointment of Trustees as Chair is reviewed every 3 years.

The skills represented by our existing Board of Trustees includes: current NHS Senior leaders and managers; Professor Health Humanities and reader in male eating disorders; and a number of Senior Managers from the private and social impact sectors; and retired Human Resources and Organisational Development Director.

Trustees recognise it is essential that the Board and its Committees are diverse in terms of background, diversity, skills, and experiences to remain truly representative.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

ACHIEVEMENT AND PERFORMANCE

About Us

Our team of seasoned professionals adopts a person-centred, quality-assured, research-based approach to their work (when working with service users). We are dedicated to collaboration and serving as an integrated partner in health and education settings, advocating for seamless care, timely access, comprehensive services, and effective care coordination.

We have a collaborative and progressive culture and a value-led team of staff, volunteers and placement students who help curate our stakeholder-led co-production eating disorders. Our foundations are built on engaged leadership, data-driven improvement, empanelment, and team-based care; focus on our service users underpins our culture and behaviours and many of them become befrienders, volunteers, and future employees. These values are central to our mission, guiding us to provide the necessary care and support to those seeking our assistance. We aim to offer a real chance at recovery so that individuals are not defined by their illness.

First Steps ED has been at the forefront of improving the lives of people of all ages, genders and backgrounds impacted by eating disorders since 2004 and has built a reputation as the leading evidence-based Eating Disorder charity in the UK.

Year in Summary

The past year has been marked by significant achievements and milestones. Our referral numbers are higher than ever, which suggests that our hard work and dedication has not gone unnoticed, showcasing our commitment to bringing about positive change for individuals impacted by eating disorders.

Our efforts have enabled us to extend our services to two new locations throughout the UK, reaching out to diverse communities and offering vital resources and support to those in need, with a rise in referrals from boys and men.

Looking ahead to the upcoming year, we are guided by a new strategy and have grown further across the UK. Our commitment to making a real impact remains unwavering, and we are enthusiastic about expanding on the solid groundwork we have laid. Together, we can work towards a brighter and more inclusive future for individuals affected by eating disorders.

Key Stats:

- * Total referrals are 2,720
- * 2063 referrals from funded areas
- * 657 from non-funded areas
- * 32% increase in referrals
- * 20% of referrals are male
- * 976 were children and young people
- * 240 were parents or carers
- * 35% of referrals were neurodivergent
- * 32% of referrals were from service users were from marginalized ethnic communities
- * 3,469 Befriending sessions delivered.

Our service impact:

- * 81% improvement for any experience an eating disorder
- * 68% improvement for anyone experiencing ARFID traits during one-to-one support
- * We reduced reliance on NHS eating disorder services by 70%.

"It is really hard to find services that are properly adjusted for neurodiverse people and therefore I would still be struggling".

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

ACHIEVEMENT AND PERFORMANCE

On top of this, we launched new nutritional services and workshops specifically for boys and men. We also created a Friends Of network to ensure lived experience continues to feed into all of our work. In addition, we invested in fundraising and communications to help build a sustainable future for the charity.

We would like to thank our commissioners, the National Lottery, Children in Need, our fundraisers and donors, and a very special legator, Mr. George Talbot.

Your support means we are able to reach and support thousands more people each year.

Our strategy:

In 2024, we launched a new strategy, using a test-and learn approach to refine and adapt. This process has enabled us to present a clearer vision of our path forward as we continue to make a meaningful impact. Our strategies functions is to provide a stable and sustainable foundation for our services:

Our services:

- * Online guided self-help resources
- * Waiting Well workshop
- * TellMi
- * Online group workshops
- * Parent and carer support
- * One-to-one support
- * Psychotherapy
- * Nutrition support
- * Befriending
- * Pip's Place: Next Steps
- * Professional CPD training

Our Vision: At First Steps ED, we envision a world where everyone affected by eating disorders and related mental health conditions is truly understood and cared for. We strive for a future where effective support is accessible to all.

Our Mission: We are committed to placing those we serve at the forefront of our decision making. Together, we can build a supportive network that empowers individuals to embrace their journeys with confidence and hope.

Our aims and objectives:

Aim 1: Team

To retain, empower, and hire diverse and skilled people to shape the charity, including those with lived experience.

Objectives:

- * Invest in our team, our culture, and our values.
- * Utilise and develop staff and volunteer skills.
- * Build an environment based on trust and empowerment

Aim 2: Awareness

To educate and influence the national agenda to reduce stigma and increase understanding.

Objectives:

- * We will let people know we exist.
- * We will reduce stigma and increase understanding.
- * Working with the people we serve, we will shape the national agenda.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

ACHIEVEMENT AND PERFORMANCE

Aim 3: Partnerships

To increase our range of services and support through partnerships.

Objectives:

- * We will generate income in partnership with the NHS.
- * We will expand our reach into new areas of the UK.
- * We will work in partnership with other charities and communities to fill gaps and increase outreach to hard-to-reach people.

Aim 4: Growth

To expand our reach across the UK to help more people access care and support.

Objectives:

- * We aim to support 4,000 service users per year in 2 years, having already doubled referrals in three years.
- * We will launch a new marketing workplan.
- * We will review, adapt, and develop our services.

The charity will use the OKR (Objectives and Key Results) methodology to measure the impact of this strategy. This will be led by the CEO and reported to the Board.

FINANCIAL REVIEW

Strategic Plan

First Steps ED is a national eating disorder Charity providing help and support to individuals of all ages, genders and backgrounds including their families, and training and education to professionals and with our stakeholders advances the latest evidence-base for service developments through our service-user led, co-production approach. Our pathways include:

- o Child and Adolescent Eating Disorders Treatment Programmes
- o Transition Eating Disorder Treatment Programmes to University Students
- o Adult Eating Disorders Treatment Programmes
- o Parent and Carer Support Programmes
- o Digital Eating Disorders Treatment Programmes
- o Guided and Self-guided Psychoeducation and Training Programmes
- o Peer Support Programmes, including Workshops and Befriending

Reserves policy

The Trustee Board has resolved in its 2024/25 Reserves Policy to hold 5 months Designated Reserves for wind up costs and redundancy costs in the event of any requirement to close the operations of the organisation. This is a pragmatic policy due to the nature of the work carried out as any transfer of NHS commissioned services may take between 3 and 9 months to complete for receiving organisations.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

First Steps ED is a registered Charitable Incorporated Organisation (CIO), number 1185092 registered with the Charity Commission on 29 August 2019. The charity's governing document is a Foundation Model Constitution adopted on 29 September 2020.

The charity's address is, Woburn House, Vernon Gate, Derby, DE1 1UL

Recruitment, induction and training of trustees

The Charity undertakes, when the need arises, a skills audit to determine the requirements of the Trustee Board. If a skill shortage is identified, approaches are made to specific people identified as having these skills, where an appointment is sought a professional recruitment partner is engaged, for co-opted appointments regional and national professional networks are engaged.

Trustees are DBS checked and have Enhanced Disclosure. The Board evaluates training requirements annually and Trustees' have access to the Charity's eLearning Portal for statutory Continued Professional Development (CPD) training including Health and Safety; GDPR, Cyber Security; Safeguarding Adults and Safeguarding Childrens, plus 28 other training courses available to our staff and volunteers

Risk management

The trustees examine the major risks that the charity faces each financial year when preparing and updating the strategic plan. The charity has developed systems to monitor and control these risks to mitigate any impact that they may have on the charity in the future.

During 2022 the Board of Trustees agreed to update our Quality Management Systems inclusive of our Governance and Risk, Quality and Customer, and Financial Management systems and processes and asked our staff to recommend a new Quality Management System which was ISO9001-2015 for Whole Organisation and British Association for Counselling and Psychotherapy (BACP) for our services.

" ISO9001-2015 started January 2020 with accreditation annually in June

" BACP Membership accreditation completed in August 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1185092

Principal address

Woburn House
Vernon Gate
DERBY
DE1 1UL

Trustees

Mrs K L Jackson Chairperson
H Bartle (resigned 1/8/2024)
K Stevens
S McCready
A Sutherland
D Magson (resigned 27/8/2024)
N Callow

Patrons

Catherine Cleary MBE (Founder)

Chief Executive Officer

Kevin Parkinson – resigned 30/9/24
Daniel Magson – joined 20/8/24

FIRST STEPS ED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors

Johnson Tidsall Limited
Chartered Accountants
& Statutory Auditor
81 Burton Road
Derby
Derbyshire
DE1 1TJ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 8/12/25 and signed on its behalf by:


.....

Mrs K L Jackson - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FIRST STEPS ED

Opinion

We have audited the financial statements of First Steps ED (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FIRST STEPS ED

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In order to identify the risk of material misstatement in respect of irregularities, including fraud we have considered:

- the nature and control environment of the charity
- the outcome of meetings with management and governance and their attitude to risk and the prevention of fraud
- assessment of the charity's policies and procedures including internal controls.

Following our review we have identified the following areas which are deemed to have the highest potential for fraud or material misstatement within the financial statements:

- revenue recognition
- fund accounting
- the risk of management override

We also considered any laws and regulations that were central to the operation of the business including employment law and any health and safety requirements.

The following procedures were undertaken in respect of the risks where we identified the potential for material misstatement:

Income transaction test was performed to test the completeness of income. This included the review of grant documentation and allocation to the correct period. We reviewed the appropriateness of income provisions at the year end in reference to accrued or deferred income. Post year-end sales invoices and credit notes were reviewed to ensure the income was recorded in the correct period.

There are a significant number of restricted funds. Agreed the terms of each of these funds and the restrictive nature of the expenditure. The restrictive nature of the funds is based on the geographic or demographic requirements of the funder and the performance targets set out in the agreement rather than how the funding can be spent. Providing the performance targets are met, any surplus made from the funding may be transferred to unrestricted funds at the end of the contract term. We have reviewed the performance targets and monitoring reports for reasonableness and accuracy.

Journal entries were reviewed for appropriateness and enquiries were made of management as to the procedures in place for posting journal entries. During the audit we considered any large, unusual or transactions outside the normal course of business which were highlighted as a result of our testing.

At the planning stage we discussed with management any law and regulations which were central to the operation of the charity, this was shared with the audit team. During the audit we remained alert for any instances of non-compliance.

The financial statements were reviewed alongside our disclosure checklists to highlight any areas of non-compliance. Discussions were held with the management team where it was considered additional disclosures were required.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FIRST STEPS ED

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



David Mellor FCA
for and on behalf of Johnson Tidsall Limited
Chartered Accountants
& Statutory Auditor
81 Burton Road
Derby
Derbyshire
DE1 1TJ

Date:12/12/2025.....

FIRST STEPS ED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	69,513	-	69,513	70,253
Charitable activities	5	50,625	1,266,527	1,317,152	1,329,026
Charitable activities					
Investment income	4	5,496	-	5,496	2,233
Other income	6	6,570	-	6,570	9,360
Total		<u>132,204</u>	<u>1,266,527</u>	<u>1,398,731</u>	<u>1,410,872</u>
EXPENDITURE ON					
Charitable activities	7	82,664	1,309,712	1,392,376	1,171,804
Charitable activities					
NET INCOME/(EXPENDITURE)		49,540	(43,185)	6,355	239,068
Transfers between funds	17	(19,664)	19,664	-	-
Net movement in funds		29,876	(23,521)	6,355	239,068
RECONCILIATION OF FUNDS					
Total funds brought forward		633,676	74,115	707,791	468,723
TOTAL FUNDS CARRIED FORWARD		<u>663,552</u>	<u>50,594</u>	<u>714,146</u>	<u>707,791</u>


The notes form part of these financial statements

FIRST STEPS ED

**BALANCE SHEET
31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	14	6,136	-	6,136	-
CURRENT ASSETS					
Debtors	15	127,717	-	127,717	48,161
Cash at bank and in hand		<u>705,883</u>	<u>50,594</u>	<u>756,477</u>	<u>805,083</u>
		833,600	50,594	884,194	853,244
CREDITORS					
Amounts falling due within one year	16	<u>(176,184)</u>	-	<u>(176,184)</u>	<u>(145,453)</u>
NET CURRENT ASSETS		<u>657,416</u>	<u>50,594</u>	<u>708,010</u>	<u>707,791</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>663,552</u>	<u>50,594</u>	<u>714,146</u>	<u>707,791</u>
NET ASSETS		<u>663,552</u>	<u>50,594</u>	<u>714,146</u>	<u>707,791</u>
FUNDS	17				
Unrestricted funds				663,552	633,676
Restricted funds				<u>50,594</u>	<u>74,115</u>
TOTAL FUNDS				<u>714,146</u>	<u>707,791</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 8/12/25 and were signed on its behalf by:


K L Jackson - Trustee

The notes form part of these financial statements

FIRST STEPS ED**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(39,402)</u>	<u>382,082</u>
Net cash (used in)/provided by operating activities		<u>(39,402)</u>	<u>382,082</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(9,204)</u>	<u>-</u>
Net cash (used in)/provided by investing activities		<u>(9,204)</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		(48,606)	382,082
Cash and cash equivalents at the beginning of the reporting period		<u>805,083</u>	<u>423,001</u>
Cash and cash equivalents at the end of the reporting period		<u>756,477</u>	<u>805,083</u>

The notes form part of these financial statements

FIRST STEPS ED

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	6,355	239,068
Adjustments for:		
Depreciation charges	3,068	-
(Increase)/decrease in debtors	(79,556)	51,370
Increase in creditors	<u>30,731</u>	<u>91,644</u>
Net cash (used in)/provided by operations	<u>(39,402)</u>	<u>382,082</u>

2. ANALYSIS OF CHANGES IN NET FUNDS	At 1/4/24	Cash flow	At 31/3/25
	£	£	£
Net cash			
Cash at bank and in hand	<u>805,083</u>	<u>(48,606)</u>	<u>756,477</u>
	<u>805,083</u>	<u>(48,606)</u>	<u>756,477</u>
Total	<u>805,083</u>	<u>(48,606)</u>	<u>756,477</u>

The notes form part of these financial statements

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. STATUTORY INFORMATION

First Steps ED is a charity registered in England and Wales and is a CIO. The charity's registered charity number and registered office address can be found in the reference and administrative details of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The currency basis for the preparation of these financial statements is pound sterling (£).

Going concern

The trustees regularly monitor the charity's reserves policy, risk assessment and cash flow to assess the viability of the charity. The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, thus the financial statements are prepared on a going concern basis.

Significant judgements and estimates

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no accounting estimates and judgements that the trustees consider to be significant.

Incoming resources

All income is recognised in the Statement of Financial Activities once the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

Contractual income is recognised in line with the terms of the contract.

Other income, including private practice counselling and sessional workshops, is recognised when the service has been provided.

When contracted to deliver services, we recognise funds in the month and year they are spent on that service. When dealing with legacy payments we recognise these in the year we are notified of the legacy.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating 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 the resource. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

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

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Taxation

The charity is exempt from tax on its charitable activities.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

2. ACCOUNTING POLICIES - continued

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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.

Debtors and creditors

Debtors and creditors are recognised at the invoiced amount after any discount offered. Prepayments, accruals and deferred income is valued at the amount calculated.

Pension costs and other post-retirement benefits

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

Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	28,290	17,632
Legacies	38,000	-
Talk ED	3,223	52,621
	<u>69,513</u>	<u>70,253</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Bank interest receivable	5,496	2,233

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
Grants	Charitable activities	93,368	91,352
Contractual income	Charitable activities	1,180,159	1,177,290
Other income	Charitable activities	43,625	60,384
		<u>1,317,152</u>	<u>1,329,026</u>

Contractual income relates to government grants receivable from NHS service contracts.

The funding is contracts with the local NHS Integrated Care Boards (ICB).

Other income relates to private counselling and sessional workshops.

Grants received, included in the above, are as follows:

	2025	2024
	£	£
The National Lottery Community Fund	49,883	61,815
Children in Need	24,684	29,537
Miscellaneous Grants	18,801	-
	<u>93,368</u>	<u>91,352</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

6. OTHER INCOME

	2025	2024
	£	£
Rental income	<u>6,570</u>	<u>9,360</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Charitable activities	<u>1,377,690</u>	<u>14,686</u>	<u>1,392,376</u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff costs	1,021,906	907,932
Bank worker/freelancer costs	65,075	56,453
Rent and rates	46,896	42,667
Insurance	2,166	3,177
Telephone	10,757	9,312
Printing, postage and stationery	507	209
Sundries	13,036	5,161
HR/welfare	28,260	8,255
Advertising and marketing	30,164	1,821
Travel	15,099	13,605
Training	30,532	20,018
Licences and subscriptions	4,861	3,358
Repairs and maintenance	7,069	1,805
Computer costs	46,505	37,688
Tellmi app	48,000	48,000
Bank charges	857	376
Been There app	6,000	-
	<u>1,377,690</u>	<u>1,159,837</u>

9. SUPPORT COSTS

	Governance costs
	£
Charitable activities	<u>14,686</u>

10. AUDITORS' REMUNERATION

	2025	2024
	£	£
Fees payable to the charity's auditors for the audit of the charity's financial statements	<u>5,940</u>	<u>4,950</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

11. TRUSTEES' REMUNERATION AND BENEFITS

During the year trustees did not receive remuneration for their roles as trustees.

The key management personnel of the charity consist of the trustees, the Chief Executive Officer and other members of the senior management team. The total employment benefits of key management personnel were £283,912 (2024: £234,206).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

12. STAFF COSTS

	2025 £	2024 £
Wages and salaries	927,405	823,600
Social security costs	75,554	61,285
Other pension costs	18,947	23,047
	<u>1,021,906</u>	<u>907,932</u>

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

	2025	2024
Direct Charitable Staff	37	35
Administration	<u>2</u>	<u>2</u>
	<u>39</u>	<u>37</u>

One employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	70,253	-	70,253
Charitable activities			
Charitable activities	60,384	1,268,642	1,329,026
Investment income	2,233	-	2,233
Other income	<u>9,360</u>	<u>-</u>	<u>9,360</u>
Total	<u>142,230</u>	<u>1,268,642</u>	<u>1,410,872</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>119,458</u>	<u>1,052,346</u>	<u>1,171,804</u>
NET INCOME	22,772	216,296	239,068
Transfers between funds	<u>164,437</u>	<u>(164,437)</u>	<u>-</u>
Net movement in funds	187,209	51,859	239,068

FIRST STEPS ED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	446,467	22,256	468,723
TOTAL FUNDS CARRIED FORWARD	<u>633,676</u>	<u>74,115</u>	<u>707,791</u>

14. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	<u>9,204</u>
DEPRECIATION	
Charge for year	<u>3,068</u>
NET BOOK VALUE	
At 31 March 2025	<u>6,136</u>
At 31 March 2024	<u>-</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	53,668	31,120
Other debtors	<u>74,049</u>	<u>17,041</u>
	<u>127,717</u>	<u>48,161</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	26,573	16,929
Other creditors	<u>149,611</u>	<u>128,524</u>
	<u>176,184</u>	<u>145,453</u>

Other creditors includes deferred income of £86,440 (2024: £101,209).

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

17. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	211,977	45,758	(86,758)	170,977
Designated Fund	421,699	-	67,094	488,793
Talk ED	-	3,782	-	3,782
	<u>633,676</u>	<u>49,540</u>	<u>(19,664)</u>	<u>663,552</u>
Restricted funds				
Derbyshire Health Care NHS Foundation Trust	-	6,059	(6,059)	-
Children in Need	-	17	(17)	-
National Lottery Community Fund	21,517	(20,882)	(635)	-
NHS Derby and Derbyshire ICB	-	16,803	(16,803)	-
Loughborough University EDISS	-	(6,901)	6,901	-
NHS Hertfordshire ICB CYP	-	28,231	(28,231)	-
NHS Leicestershire CYP Digital	-	16,285	-	16,285
NHS Coventry and Warwickshire	-	(12,965)	12,965	-
Derbyshire Parent Programme	-	(3,665)	3,665	-
Derbyshire Peer Support	-	14,132	(14,132)	-
NHS Birmingham and Solihull	-	(12,055)	12,055	-
NHS Birmingham Women and Children	7,607	(21,216)	13,609	-
NHS Leicester - 5-25 Enhanced	44,991	(17,646)	-	27,345
Miscellaneous grants	-	6,964	-	6,964
Lincoln University EDISS	-	(4,315)	4,315	-
NHS Banes, Swindon, Wiltshire All Ages	-	(29,452)	29,452	-
NHS Nottingham NEDS	-	(8,082)	8,082	-
Staffordshire Community Foundation	-	5,503	(5,503)	-
	<u>74,115</u>	<u>(43,185)</u>	<u>19,664</u>	<u>50,594</u>
TOTAL FUNDS	<u>707,791</u>	<u>6,355</u>	<u>-</u>	<u>714,146</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

17. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	128,422	(82,664)	45,758
Talk ED	3,782	-	3,782
	<u>132,204</u>	<u>(82,664)</u>	<u>49,540</u>
Restricted funds			
Derbyshire Health Care NHS Foundation Trust	40,890	(34,831)	6,059
Children in Need	24,684	(24,667)	17
National Lottery Community Fund	49,883	(70,765)	(20,882)
NHS Derby and Derbyshire ICB	259,614	(242,811)	16,803
Loughborough University EDISS	13,992	(20,893)	(6,901)
NHS Hertfordshire ICB CYP	250,000	(221,769)	28,231
NHS Leicestershire CYP Digital	100,000	(83,715)	16,285
NHS Coventry and Warwickshire	25,800	(38,765)	(12,965)
Derbyshire Parent Programme	13,314	(16,979)	(3,665)
Derbyshire Peer Support	73,890	(59,758)	14,132
NHS Birmingham and Solihull	32,157	(44,212)	(12,055)
NHS Birmingham Women and Children	18,002	(39,218)	(21,216)
NHS Leicester - 5-25 Enhanced	150,000	(167,646)	(17,646)
Miscellaneous grants	11,801	(4,837)	6,964
Lincoln University EDISS	25,000	(29,315)	(4,315)
NHS Banes, Swindon, Wiltshire All Ages	37,500	(66,952)	(29,452)
NHS Nottingham NEDS	120,000	(128,082)	(8,082)
Staffordshire Community Foundation	20,000	(14,497)	5,503
	<u>1,266,527</u>	<u>(1,309,712)</u>	<u>(43,185)</u>
TOTAL FUNDS	<u>1,398,731</u>	<u>(1,392,376)</u>	<u>6,355</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	51,496	22,772	137,709	211,977
Designated Fund	<u>394,971</u>	-	<u>26,728</u>	<u>421,699</u>
	446,467	22,772	164,437	633,676
Restricted funds				
Derbyshire Health Care NHS Foundation Trust	-	25,161	(25,161)	-
Children in Need	-	16,861	(16,861)	-
National Lottery Community Fund	-	21,517	-	21,517
NHS Derby and Derbyshire ICB	-	8,017	(8,017)	-
Loughborough University EDISS	-	13,531	(13,531)	-
NHS Nottingham	-	20,121	(20,121)	-
NHS Hertfordshire ICB CYP	9,325	22,103	(31,428)	-
NHS Leicestershire CYP Digital	-	9,275	(9,275)	-
NHS Coventry and Warwickshire	9,283	5,464	(14,747)	-
NHS Oxford Foundation Trust	3,648	14,102	(17,750)	-
Derbyshire Parent Programme	-	272	(272)	-
Derbyshire Peer Support	-	6,048	(6,048)	-
NHS Birmingham and Solihull	-	1,226	(1,226)	-
NHS Birmingham Women and Children	-	7,607	-	7,607
NHS Leicester - 5-25 Enhanced	-	44,991	-	44,991
	<u>22,256</u>	<u>216,296</u>	<u>(164,437)</u>	<u>74,115</u>
TOTAL FUNDS	<u>468,723</u>	<u>239,068</u>	<u>-</u>	<u>707,791</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

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	142,230	(119,458)	22,772
Restricted funds			
Derbyshire Health Care NHS Foundation Trust	108,856	(83,695)	25,161
Children in Need	29,537	(12,676)	16,861
National Lottery Community Fund	61,815	(40,298)	21,517
NHS Derby and Derbyshire ICB	259,614	(251,597)	8,017
Loughborough University EDISS	35,028	(21,497)	13,531
NHS Nottingham	89,310	(69,189)	20,121
NHS Hertfordshire ICB CYP	250,000	(227,897)	22,103
NHS Leicestershire CYP Digital	100,000	(90,725)	9,275
NHS Coventry and Warwickshire	26,367	(20,903)	5,464
NHS Oxford Foundation Trust	125,625	(111,523)	14,102
Derbyshire Parent Programme	13,235	(12,963)	272
Derbyshire Peer Support	61,685	(55,637)	6,048
NHS Birmingham and Solihull	20,320	(19,094)	1,226
NHS Birmingham Women and Children	12,250	(4,643)	7,607
NHS Leicester - 5-25 Enhanced	75,000	(30,009)	44,991
	<u>1,268,642</u>	<u>(1,052,346)</u>	<u>216,296</u>
TOTAL FUNDS	<u>1,410,872</u>	<u>(1,171,804)</u>	<u>239,068</u>

Restricted Funds

Derbyshire Community Healthcare NHS Foundation Trust funding is spent on our staff costs delivering our Integrated Community Support service at home for Derby Derbyshire patients discharged from NHS inpatient settings and Parent Programme, New Maudsley Method.

Children in Need funding is spent on staff costs towards delivering our services for Children and Young People under the age of 17 years and our weekly groups, body image awareness workshops, and steering groups. Each year children and young people benefit from this project and report an increased knowledge and ability to manage their eating disorder and mental health, report reduced feelings of isolation and felt less stigmatised about their mental health with positive improvements in self-confidence.

The National Lottery Community Fund and Awards For All is spent on additional staff costs delivering our services for adults over the age of 18 years with counselling and psychotherapy sessions to ensure that no adult in financial hardship is prevented from receiving support for their disordered eating or eating disorder. Each year adults will demonstrate the same benefits as with our Children in Need funding.

Loughborough University EDISS funding is spent on staff costs to deliver peer support for students at Loughborough University presenting with mild to moderate disordered eating and disorders.

NHS Derby Derbyshire Integrated Commissioning Board funding is spent on our staff costs towards delivering our All Ages (5 years plus) individual and group therapy services registered with a GP in Derby and Derbyshire.

NHS Leicester, Leicestershire and Rutland Integrated Commissioning Board funding is spent on our staff costs towards delivering our 5 to 25 years children and young people individual and group therapy services and digital eating disorder app services including support for parents/carers registered with a GP in Leicester, Leicestershire and Rutland.

NHS Hertfordshire and West Essex Integrated Commissioning Board funding is spent on our staff costs delivering our 5 to 17 years children and young people individual and group therapy services registered with a GP in Hertfordshire and West Essex.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

17. MOVEMENT IN FUNDS - continued

Nottingham and Nottinghamshire Integrated Commissioning Board funding is spent on our staff costs delivering our 18 years plus adult individual and group therapy services and accredited professional training from direct referrals by Nottinghamshire Healthcare NHS Foundation Trust.

Coventry and Warwickshire Partnership NHS Trust funding is spent on our staff costs towards delivering our 5 to 17 years children and young people individual and group therapy services, parent programme and accredited professional training as direct referrals.

NHS Birmingham and NHS Solihull funding is spent on our staff costs delivering our 5 years plus individual and group therapy services, parent support programme and accredited professional training as direct referrals from Birmingham Woman's and Children's NHS Foundation Trust and Birmingham and Solihull Mental Health NHS Foundation Trust.

Oxford Health NHS Foundation Trust funding is spent on our staff costs delivering our All Ages (5 years plus) individual and group therapy services from direct referrals from Bath and North East Somerset, Swindon and Wiltshire eating disorders service.

Small Grants, donations and fundraising enabled our charity to extend the number of psychoeducation groups and our printed research informed guide books and self-help guides to reach many more individuals

Designation Funds

	£
Salary notice costs	435,906
Staff redundancy/pay claim costs	5,191
Office lease and rates	17,696
Woburn House return costs	15,000
HR and legal cost	15,000
	=====
	488,793
	=====

The designated fund is designed to cover the cost of the charity being wound up and we estimated the salary notice costs to be approximately 6 months.

Transfers between funds

The transfer between funds relate to any surplus or deficit made on a restricted fund on the completion of the contract.

The restrictive nature of the funds is based on geographic or demographic restrictions and meeting performance targets rather than spending restrictions. Providing these performance targets are met by the end of the contract term any surplus funding can be transferred to the general fund.

No additional funding is received should costs exceed income in the need to meet said performance targets.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

FIRST STEPS ED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	28,290	17,632
Legacies	38,000	
Talk ED	3,223	52,621
	<u>69,513</u>	<u>70,253</u>
Investment income		
Bank interest receivable	5,496	2,233
Charitable activities		
Grants	93,368	91,352
Contractual income	1,180,159	1,177,290
Other income	43,625	60,384
	<u>1,317,152</u>	<u>1,329,026</u>
Other income		
Rental income	6,570	9,360
	<u>6,570</u>	<u>9,360</u>
Total incoming resources	1,398,731	1,410,872
EXPENDITURE		
Charitable activities		
Wages	927,405	823,600
Social security	75,554	61,285
Pensions	18,947	23,047
Bank worker/freelancer costs	65,075	56,453
Rent and rates	46,896	42,667
Insurance	2,166	3,177
Telephone	10,757	9,312
Printing, postage and stationery	507	209
Sundries	13,036	5,161
HR/welfare	28,260	8,255
Advertising and marketing	30,164	1,821
Travel	15,099	13,605
Training	30,532	20,018
Licences and subscriptions	4,861	3,358
Repairs and maintenance	7,069	1,805
Computer costs	46,505	37,688
Tellmi app	48,000	48,000
Bank charges	857	376
Been There app	6,000	-
	<u>1,377,690</u>	<u>1,159,837</u>
Support costs		
Governance costs		
Auditors' remuneration	5,940	4,950
Carried forward	5,940	4,950

This page does not form part of the statutory financial statements

FIRST STEPS ED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Governance costs		
Brought forward	5,940	4,950
Legal and professional	5,678	7,017
Computer equipment	<u>3,068</u>	<u>-</u>
	<u>14,686</u>	<u>11,967</u>
Total resources expended	<u>1,392,376</u>	<u>1,171,804</u>
Net income	<u>6,355</u>	<u>239,068</u>

This page does not form part of the statutory financial statements

FIRST STEPS ED

England & Wales - Charity number 1185092

Accounts

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
FIRST STEPS ED**

Johnson Tidsall Limited
Chartered Accountants
& Statutory Auditor
81 Burton Road
Derby
Derbyshire
DE1 1TJ

FIRST STEPS

to understanding eating disorders



For children and
their families,
young people, and
adults affected by
eating difficulties
and disorders

Our founding principles are based on the experiences of individuals who have had, are still living with, and have recovered from eating disorders and general mental health conditions.

FIRST STEPS ED

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FIRST STEPS ED

CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2024

It has been another year of growth and development for our service teams and volunteers and as a board of trustees we are delighted that we continue to support children, young people and adults as well as parents and carers from more areas across England.

As you will see from the report we are supporting more people and whilst this is evidence of our success it does stretch our services and we continue to look at innovative ways to reach and support individuals who reach out to us.

The board are very proud of the initiatives and partnership working that takes place across our charity as we strive to increase our offer and support to all.

On behalf of the board of trustees I would like to thank everyone involved in supporting so many through their eating disorder recovery journey.

Our thanks also go to our committed funders, commissioners, and partners for their ongoing support in these challenging times enabling First Steps ED to be there when you needed us.

Karen Louise Jackson, Chair

FIRST STEPS ED

CHIEF EXECUTIVE OFFICE REPORT FOR THE YEAR ENDED 31 MARCH 2024

Our staff, workers, volunteers and beneficiaries continue to drive our co-production approach to developing new services which during this annual report period has seen the charity further expand its individual and group therapy pathways for Avoidant Restrictive Food Intake Disorders (ARFID) which in one NHS Integrated Care System (ICS) accounts for over a third of service users supported.

Last year's research and innovative service development on developing a new pilot service for children and young people with disordered eating and high body weight which affects 1 in 4 living with obesity has opened a new integrated pathway working with paediatricians in acute and specialised services with the NHS Complications for Excess Weight Clinics (CEW).

We have continued to invest and expand our digital services road map, with the first eating disorder app commissioned by the NHS to support early intervention and prevention for marginalised individuals and communities which demonstrated its utility and effectiveness and following investment in our staff are now commissioned to provide Enhanced Cognitive Behavioral Therapy.

In the summer we welcomed new colleagues to the First Steps ED family following completing the merger and acquisition of Talk ED which enabled us to expand our Nutrition counselling services which are now integrated into our eating disorder pathways. We also implemented a new organizational development and monthly training programme to upskill our staff, volunteers and trustees with an emphasis on health inequalities and obesity and diabetes both co-occurring risks with disordered eating and disorders.

Through our strong stakeholder engagement with NHS Regional eating disorder clinical networks, and directly with NHS specialist CAMHS and adult eating disorder services, we continue to increase our commissioned and funded services working as an integrated pathway partner delivering our respected shared care and step- up and step-down services across the Midlands, and Home Counties.

We were privileged to take over the Chair and Clinical Lead roles for the VCSE National Provider Collaborative the Regional Eating Disorder Charity Alliance/Network (REDCAN) to continue our joint objectives of bringing expert-by-experience charity eating disorders care services closer to home across England, Scotland, Wales and Northern Ireland and look forward to handing this over to Eating Distress North East (EDNE) in the autumn of 2024.

Above all, I want to extend my praise and admiration to our staff, bank staff, volunteers and placement students who between them ensure that 150 people across our extended workforce were providing individual and group therapy and support services every day to over 2,000 beneficiaries in this past year plus directly supporting over 100 parents/carers with the education and support to enable continuity of care and self-care to happen in our beneficiaries homes across the country.

Kevin Parkinson, Chief Executive Officer

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The First Steps ED (FSED) board of trustees take pleasure in presenting their annual report and the audited financial accounts of the Charitable Incorporated Organisation (CIO) 1185092 for the year ended 31 March 2024.

The principal object of the charity is to provide specialist services for people with eating disorders. This includes individual and group therapy for children and young People (5 to 17 years) counselling and psychotherapy for adults (16 years +) and weekly support groups and psychoeducation workshops for all ages, genders, and backgrounds, including parents/carers, alongside accredited professional training.

OBJECTIVES AND ACTIVITIES

Objectives and activities

First Steps ED has been, and continues to be, developed by people who have lived experience of eating disorders and co-occurring mental health disorders, either personally or through caring for someone close to them. We provide early intervention and prevention services that compliments the NHS and Public Health in the community working closely in the health and education environments.

First Steps ED has been at the forefront of improving the lives of people of all ages impacted by mental health and eating disorders and since 2004 has built a reputation as the Midlands Eating Disorder Charity, working further afield across the UK through our dedicated team of staff and volunteers many having a lived experience who are focused on bringing hope, opportunities, and choices that recovery is a real possibility and people are no longer defined by their illness.

As a registered charity (1185092), we have charitable objectives, which are:-

1. The relief of individuals of all ages (and their families) whose lives are affected by diagnosed and undiagnosed eating difficulties and disorders and other mental health issues by providing information, advice, and support.
2. The preservation and protection of the physical and mental health of families and carers of those suffering from eating disorders and other mental health issues by providing information and support.
3. To advance education for the public benefit by providing training for carers, professionals, and the public, of people suffering from eating disorders, and other mental health issues.

Public benefit

In planning our activities for the year, we kept in mind the Charity Commissions guidance on public benefit at our trustee meetings.

First Steps ED is open to all individuals irrespective of race, gender, or other personal circumstances, and we strive to make adjustments to support people where this is in our control.

Governance and management

The management of the charity is the responsibility of the Trustees who are appointed through a transparent national recruitment process under the terms of the Charitable Incorporated Organisation (CIO) Constitution Foundation Model.

First Steps ED has a board of up to 13 Trustees'. The Board meets regularly and is responsible for the strategic direction, policy setting and appointment of its Chief Executive Officer. Trustees are required to sign a code of conduct and declare any conflicts of interest. The appointment of Trustees as Chair is reviewed every 3 years.

The skills represented by our existing Board of Trustees includes: current NHS Senior leaders and managers; Professor Health Humanities and reader in male eating disorders; and a number of Senior Managers from the private and social impact sectors; and retired Human Resources and Organisational Development Director.

Trustees recognise it is essential that the Board and its Committees are diverse in terms of background, diversity, skills, and experiences to remain truly representative.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

About Us

First Steps ED (FSED) has been at the forefront of improving the lives of people from all ages, genders and backgrounds impacted by eating disorders and high body weight since 2004 and has built a reputation as the Midlands evidence-based eating disorder charity who's impact is far wider.

We are experts by experience, a person-centred, quality-assured, research-based organisation and a leading light working as an integrated partner in the health and education environments focused on patient-team partnership, for population management, with continuity of care, and prompt access to care, comprehensiveness and care coordination at our heart to ensure that the people who approach us for help, receive the care and support, and the real possibility that recovery is achievable and are no longer defined by their illness.

As an organisation we have a continuous service improvement culture and floor to board values led team of autonomous staff, volunteers and placement students curating service user led coproduction in eating disorders and obesity services.

Our building blocks have their foundation in engaged leadership, data-driven improvement, empanelment, and team-based care, with our service users underpinning our culture and behaviours with many becoming befrienders, volunteers, and future employees.

Our Core Values – 5 P's



Here's what we did in 2023/24

Directly supported 2,160 individuals who accessed our individual and group therapy services of which 35% identified or were diagnosed neurodiverse and 18% were boys or men.

Supported 1,203 children and young people aged 5 to 17 years with informed Cognitive Behavioral Therapy Ten (CBT-T) funded by Children in Need and NHS Commissioners in Derbyshire, Leicestershire, Coventry and Warwickshire, Birmingham and Solihull, Hertfordshire and Wiltshire.

Supported 148 Leicester, Leicestershire and Rutland (LLR) children and young people aged 11 to 25 years with our Collaborative Partner, Tellmi through our unique eating disorder app portal focused on providing access for marginalised groups for boys and men; LGBTQ+; and ethnic minorities.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Continued to expand our Eating Disorders in Student Services (EDISS) services through our partnership with Student Minds the university sector charity as a collaborative partner with Student Space supporting undergraduate students across 50 universities in England and Wales.

Supported 107 individuals 14 years plus receiving our award winning Befriending digital service over twice weekly emails or weekly video clinic over 24 weeks which can be extended up to 36 weeks.

Delivered 20 school workshops on body image and perception to over 435 pupils.

Supported 418 parents and carers with our 4 week Parent Support Programme, New Maudsley Method.

Delivered 232 supported meals in patients home and out in the community following their discharge from NHS specialist eating disorder services providing continuity of care.

Supported a number of private practice clients through our self-funding eating disorder psychotherapy service delivering 933 therapy sessions.

Our trainers have delivered 57 training events over the last 12 months to 189 teachers, therapists, University students, carers, health professionals and others, across England.

50 people contributed 50 self-help and self-recovery blogs published on our website.

We expanded our services across 3 new locations in England and partnered with the Midlands and East of England Eating Disorders NHS Clinical Networks including working with commissioners and clinicians across a range of NHS Integrated Care Systems, ARFID development pathway groups.

FINANCIAL REVIEW

Strategic Plan

First Steps ED is a national eating disorder Charity providing help and support to individuals of all ages, genders and backgrounds including their families, and training and education to professionals and with our stakeholders advances the latest evidence-base for service developments through our service-user led, co-production approach. Our pathways include:

- o Child and Adolescent Eating Disorders Treatment Programmes
- o Transition Eating Disorder Treatment Programmes to University Students
- o Adult Eating Disorders Treatment Programmes
- o Parent and Carer Support Programmes
- o Digital Eating Disorders Treatment Programmes
- o Guided and Self-guided Psychoeducation and Training Programmes

As a Charity we work to enhance the quality of life and make a positive difference to the lives of our beneficiaries. Eating disorders are serious mental and physical health conditions associated with significant disease burden, profound economic costs, premature mortality, and severe quality of life impairments for affected individuals and their care givers as parents, siblings, and life partners also beneficiaries.

Widely accessible treatments are required to reduce these impacts. Both psychotherapies and pharmacotherapies can effectively treat eating disorder symptoms including many co-occurring conditions, which includes anxiety and depression, personality disorders, neurodiverse individuals, and people with frequent obsessive thoughts and behaviours. However, there are many barriers that prevent people from accessing treatment and support, including limited availability of trained professionals, high cost of treatment as usual, stigma associated with help-seeking, and low health literacy across all faiths and communities.

Over recent years, the mental health care available for eating disorders has undergone a major technological revolution. Psychological interventions that were once delivered solely in-person have now been translated for delivery via low-cost and scalable digital tools which the Charity has embraced and has developed as partnerships with accredited Technology Enabled Care Service providers.

Today our Charity supports its beneficiaries through in person community based and digital individual and group therapeutic recovery services. Support is personalised to meet our service user's unique mental health and social needs and is accessed on a self-referral, parent/carer, and professional basis or through established integrated pathways with NHS specialist eating disorder, diabetes, and obesity services.

Once beneficiaries (or their advocates) have contacted the Charity, practitioners will take the time to understand their presenting conditions and behaviours and explore with them what support and solutions may be appropriate to address their needs.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Charitable Aims, Public Benefit and Provision of Services

Mission Statement "Support the quality of the lives of everyone affected by feeding and eating disorders by delivering evidence-based quality services".

We will do this by:

- Working in partnership with others
- Shaping the National Agenda
- Raising awareness more widely
- influence and contribute to the research evidence base
- Developing our team and partners
- Use of safe technology
- Sustainable services

Delivering services where people live

All services, training and research activities are organised around a single definition; a Quality Management Systems (QMS) Manual: ensuring the Charity provides:

- Support that is effective, evidence-based and is safe and gives as positive an experience as possible by being caring, responsive and personalized
- Services are well-led, sustainable, and equitable, and achieved through working together and in partnership with our beneficiaries and statutory and non-statutory stakeholders

The Evidence Base

All eating disorders are severe psychiatric conditions characterised by altered eating behaviour, that can lead to severe weight loss and underweight, or to weight gain and obesity (1). They have been recently reclassified as "feeding and eating disorders" in the DSM-5 and ICD-11.

These classifications encompass Anorexia Nervosa (AN), Bulimia Nervosa (BN), Binge Eating Disorder (BED), Other Specified Feeding and Eating Disorders (OSFED) and Avoidant Restrictive Food Intake Disorder (ARFID) as the most common and studied conditions and more recently Orthorexia Nervosa (ON) a fixation on healthy eating and Diabulimia (T1DE) insulin restriction.

Recovery as a process rather than an endpoint

Living in recovery from an eating disorder can be a complex process that must be navigated daily and for many our eating disordered thoughts can persist requiring a substantial amount of time and mental energy to manage our recovery journey.

Societal attitudes towards food and body image often negatively impact our daily living with many of us continuing to experience periods of stress, anxiety, or low mood which can trigger more difficult periods of managing recovery and increases vulnerability to relapse (2).

Reserves policy

The Trustee Board has resolved in its 2024/25 Reserves Policy to hold 5 months Designated Reserves for wind up costs and redundancy costs in the event of any requirement to close the operations of the organisation. This is a pragmatic policy due to the nature of the work carried out as any transfer of NHS commissioned services may take between 3 and 9 months to complete for receiving organisations.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

First Steps ED is a registered Charitable Incorporated Organisation (CIO), number 1185092 registered with the Charity Commission on 29 August 2019. The charity's governing document is a Foundation Model Constitution adopted on 29 September 2020.

The charity's address is, Woburn House, Vernon Gate, Derby, DE1 1UL

Recruitment, induction and training of trustees

The charity undertakes, when the need arises, a skills audit to determine the requirements of the Trustee Board. If a skill shortage is identified, approaches are made to specific people identified as having these skills, where an appointment is sought a professional recruitment partner is engaged, for co-opted appointments regional and national professional networks are engaged.

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees are DBS checked and have Enhanced Disclosure. The Board evaluates training requirements annually and Trustees have access to the Charity's eLearning Portal for statutory Continued Professional Development (CPD) training including Health and Safety; GDPR, Cyber Security; Safeguarding Adults and Safeguarding Childrens, plus 28 other training courses available to our staff and volunteers

Risk management

The trustees examine the major risks that the charity faces each financial year when preparing and updating the strategic plan. The charity has developed systems to monitor and control these risks to mitigate any impact that they may have on the charity in the future.

During 2022 the Board of Trustees agreed to update our Quality Management Systems inclusive of our Governance and Risk, Quality and Customer, and Financial Management systems and processes and asked our staff to recommend a new Quality Management System which was ISO9001-2015 for Whole Organisation and British Association for Counselling and Psychotherapy (BACP) for our services.

- ISO9001-2015 started January 2020 with accreditation annually in June
- BACP Membership accreditation completed in August 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1185092

Principal address

Woburn House
Vernon Gate
DERBY
DE1 1UL

Trustees

K L Jackson - Chairperson
C Gilby (resigned 31/5/2023)
D Dark (resigned 1/4/2023)
H Bartle
K Stevens
S McCready
N Clarke (resigned 7/11/2023)
M Rayson
J Ellis (resigned 28/7/2023)
P Cabot (resigned 28/7/2023)
A Lagou (resigned 27/2/2024)
A Sutherland (appointed 1/8/2023)
D Magson (appointed 1/8/2023)
N Callow (appointed 9/11/2023)

Patrons

C Cleary MBE (Founder)

Chief Executive Officer

K Parkinson

Auditors

Johnson Tidsall Limited
Chartered Accountants
& Statutory Auditor
81 Burton Road
Derby
Derbyshire
DE1 1TJ

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 25 November 2024 and signed on its behalf by:


.....
Mrs K L Jackson - Trustee - Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FIRST STEPS ED

Opinion

We have audited the financial statements of First Steps ED (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FIRST STEPS ED

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In order to identify the risk of material misstatement in respect of irregularities, including fraud we have considered:

- the nature and control environment of the charity
- the outcome of meetings with management and governance and their attitude to risk and the prevention of fraud
- assessment of the charity's policies and procedures including internal controls.

Following our review we have identified the following areas which are deemed to have the highest potential for fraud or material misstatement within the financial statements:

- revenue recognition
- fund accounting
- the risk of management override

We also considered any laws and regulations that were central to the operation of the business including employment law and any health and safety requirements.

The following procedures were undertaken in respect of the risks where we identified the potential for material misstatement:

Income transaction test was performed to test the completeness of income. This included the review of grant documentation and allocation to the correct period. We reviewed the appropriateness of income provisions at the year end in reference to accrued or deferred income. Post year-end sales invoices and credit notes were reviewed to ensure the income was recorded in the correct period.

There are a significant number of restricted funds. Agreed the terms of each of these funds and the restrictive nature of the expenditure. The restrictive nature of the funds is based on the geographic or demographic requirements of the funder and the performance targets set out in the agreement rather than how the funding can be spent. Providing the performance targets are met, any surplus made from the funding may be transferred to unrestricted funds at the end of the contract term. We have reviewed the performance targets and monitoring reports for the funds for reasonableness and accuracy.

Journal entries were reviewed for appropriateness and enquiries were made of management as to the procedures in place for posting journal entries. During the audit we considered any large, unusual or transactions outside the normal course of business which were highlighted as a result of our testing.

At the planning stage we discussed with management any law and regulations which were central to the operation of the charity, this was shared with the audit team. During the audit we remained alert for any instances of non-compliance.

The financial statements were reviewed alongside our disclosure checklists to highlight any areas of non-compliance. Discussions were held with the management team where it was considered additional disclosures were required.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

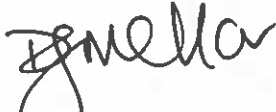
Other matters which we are required to address

The comparative figures for the year ended 31 March 2023 were not subject to audit.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FIRST STEPS ED

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



David Mellor FCA (Senior Statutory Auditor)
for and on behalf of Johnson Tidsall Limited
Chartered Accountants
& Statutory Auditor
81 Burton Road
Derby
Derbyshire
DE1 1TJ

Date: 2 December 2024

FIRST STEPS ED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds (unaudited) £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	70,253	-	70,253	20,399
Charitable activities					
Charitable activities	5	60,384	1,268,642	1,329,026	836,091
Investment income	4	2,233	-	2,233	2,312
Other income	6	9,360	-	9,360	78,404
Total		142,230	1,268,642	1,410,872	937,206
EXPENDITURE ON					
Raising funds	7	-	-	-	20,442
Charitable activities					
Charitable activities	8	119,458	1,052,346	1,171,804	860,998
Total		119,458	1,052,346	1,171,804	881,440
NET INCOME					
Transfers between funds	17	22,772	216,296	239,068	55,766
		164,437	(164,437)	-	-
Net movement in funds		187,209	81,859	239,068	55,766
RECONCILIATION OF FUNDS					
Total funds brought forward		446,467	22,256	468,723	412,957
TOTAL FUNDS CARRIED FORWARD		633,676	74,115	707,791	468,723

The notes form part of these financial statements

FIRST STEPS ED

BALANCE SHEET 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds (unaudited) £
CURRENT ASSETS					
Debtors	15	48,161	-	48,161	99,531
Cash at bank and in hand		<u>730,968</u>	<u>74,115</u>	<u>805,083</u>	<u>423,001</u>
		779,129	74,115	853,244	522,532
CREDITORS					
Amounts falling due within one year	16	(145,453)	-	(145,453)	(53,809)
NET CURRENT ASSETS					
		<u>633,676</u>	<u>74,115</u>	<u>707,791</u>	<u>468,723</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>633,676</u>	<u>74,115</u>	<u>707,791</u>	<u>468,723</u>
NET ASSETS					
		<u>633,676</u>	<u>74,115</u>	<u>707,791</u>	<u>468,723</u>
FUNDS					
Unrestricted funds	17			633,676	446,467
Restricted funds				<u>74,115</u>	<u>22,256</u>
TOTAL FUNDS					
				<u>707,791</u>	<u>468,723</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 25 November 2024 and were signed on its behalf by:


.....
K L Jackson - Trustee - Chair

The notes form part of these financial statements

FIRST STEPS ED

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

		2024	2023
	Notes	£	(unaudited) £
Cash flows from operating activities			
Cash generated from operations	1	<u>382,082</u>	<u>(7,514)</u>
Net cash provided by/(used in) operating activities		<u>382,082</u>	<u>(7,514)</u>
Change in cash and cash equivalents in the reporting period		382,082	(7,514)
Cash and cash equivalents at the beginning of the reporting period		<u>423,001</u>	<u>430,515</u>
Cash and cash equivalents at the end of the reporting period		<u>805,083</u>	<u>423,001</u>

The notes form part of these financial statements

FIRST STEPS ED

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023 (unaudited)
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	239,058	55,766
Adjustments for:		
Decrease/(increase) in debtors	51,370	(84,391)
Increase in creditors	<u>91,644</u>	<u>21,111</u>
Net cash provided by/(used in) operations	<u><u>382,082</u></u>	<u><u>(7,514)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23 £	Cash flow £	At 31/3/24 £
Net cash			
Cash at bank and in hand	<u>423,001</u>	<u>382,082</u>	<u>805,083</u>
	<u>423,001</u>	<u>382,082</u>	<u>805,083</u>
Total	<u><u>423,001</u></u>	<u><u>382,082</u></u>	<u><u>805,083</u></u>

The notes form part of these financial statements

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. STATUTORY INFORMATION

First Steps ED is a charity registered in England and Wales and is a CIO. The charity's registered charity number and registered office address can be found in the reference and administrative details of the Report of the Trustees.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The currency basis for the preparation of these financial statements is pound sterling (£).

Going concern

The trustees regularly monitor the charity's reserves policy, risk assessment and cash flow to assess the viability of the charity. The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, thus the financial statements are prepared on a going concern basis.

Significant judgements and estimates

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no accounting estimates and judgements that the trustees consider to be significant.

Incoming resources

All income is recognised in the Statement of Financial Activities once the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

Contractual income is recognised in line with the terms of the contract.

Other income, including private practice counselling and sessional workshops, is recognised when the service has been provided.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating 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 the resource. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

2. ACCOUNTING POLICIES - continued

Debtors and creditors

Debtors and creditors are recognised at the invoiced amount after any discount offered. Prepayments, accruals and deferred income is valued at the amount calculated.

Pension costs and other post-retirement benefits

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

Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

3. DONATIONS AND LEGACIES

	2024	2023 (unaudited)
	£	£
Donations	17,632	20,399
Talk ED	<u>52,621</u>	<u>-</u>
	<u>70,253</u>	<u>20,399</u>

4. INVESTMENT INCOME

	2024	2023 (unaudited)
	£	£
Bank interest receivable	<u>2,233</u>	<u>2,312</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023 (unaudited)
	£	£
Grants	91,352	836,091
Contractual income	1,177,290	-
Other income	<u>60,384</u>	<u>-</u>
	<u>1,329,026</u>	<u>836,091</u>

Contractual income relates to government grants receivable from NHS service contracts.

The funding is contracts with the local NHS Integrated Care Boards (ICB).

Other income relates to private counselling and sessional workshops.

Grants received, included in the above, are as follows:

	2024	2023 (unaudited)
	£	£
Derbyshire Health Care NHS Foundation Trust	-	122,433
The National Lottery Community Fund	61,815	52,165
Children in Need	29,537	30,909
Derby City and Derbyshire CCGS	-	123,292
Foundation Derbyshire	-	1,618
Erewash Voluntary Action	-	100
	<u>91,352</u>	<u>330,517</u>

FIRST STEPS ED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2024	2023 (unaudited)
	£	£
Brought forward	91,352	330,517
Loughborough University	-	28,724
Enterprise Development Fund	-	26,240
Student Minds	-	23,970
Nottingham Healthcare Trust	-	10,000
Leicester CCG	-	113,542
The National Lottery Community Fund (Awards for All)	-	10,000
Hertfordshire CC Early Help	-	252,290
Barratt Development Charity	-	1,500
Groundworks UK	-	1,000
NHS Coventry and Warwickshire	-	13,183
NHS Oxford Foundation Trust	-	25,125
	<u>91,352</u>	<u>836,091</u>

6. OTHER INCOME

	2024	2023 (unaudited)
	£	£
Counselling income	-	49,441
Enterprise income	-	28,901
Sundry income	-	62
Rental income	<u>9,360</u>	-
	<u>9,360</u>	<u>78,404</u>

7. RAISING FUNDS

Raising donations and legacies

	2024	2023 (unaudited)
	£	£
Advertising and marketing	<u>-</u>	<u>20,442</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9) £	Support costs (see note 10) £	Totals £
Charitable activities	<u>1,159,837</u>	<u>11,967</u>	<u>1,171,804</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023 (unaudited)
	£	£
Staff costs	907,932	633,736
Sessions/workshops	56,453	41,978
Rent and rates	42,667	37,900
Insurance	3,177	2,947
Telephone	9,312	10,138
Printing, postage and stationery	209	496
Sundries	5,161	3,757
HR/welfare	8,255	13,370
Advertising and marketing	1,821	3,616
Travel	13,605	15,141
Training	20,018	14,606
Licences and subscriptions	3,358	1,317
Repairs and maintenance	1,805	-
Computer costs	37,688	39,968
Tellmi app	48,000	42,028
Bank charges	376	-
	<u>1,159,837</u>	<u>860,998</u>

10. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>11,967</u>

11. AUDITORS' REMUNERATION

	2024	2023
	£	£
Fees payable to the charity's auditors for the audit of the charity's financial statements	<u>4,950</u>	<u>-</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

During the year trustees did not receive remuneration for their roles as trustees.

The key management personnel of the charity consist of the trustees, the Chief Executive Officer and other members of the senior management team. The total employment benefits of key management personnel were £234,206 (2023: £118,337).

Trustees' expenses

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

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

13. STAFF COSTS

	2024	2023 (unaudited)
	£	£
Wages and salaries	823,600	568,752
Social security costs	61,285	41,111
Other pension costs	<u>23,047</u>	<u>23,873</u>
	<u>907,932</u>	<u>633,736</u>

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

	2024	2023
Direct Charitable Staff	35	27
Administration	<u>2</u>	<u>1</u>
	<u>37</u>	<u>28</u>

One employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	20,381	18	20,399
Charitable activities			
Charitable activities	2,600	833,491	836,091
Investment income	2,312	-	2,312
Other income	<u>78,384</u>	<u>20</u>	<u>78,404</u>
Total	<u>103,677</u>	<u>833,529</u>	<u>937,206</u>
EXPENDITURE ON			
Raising funds	1,203	19,239	20,442
Charitable activities			
Charitable activities	<u>10,034</u>	<u>850,964</u>	<u>860,998</u>
Total	<u>11,237</u>	<u>870,203</u>	<u>881,440</u>
NET INCOME/(EXPENDITURE)	92,440	(36,674)	55,766
RECONCILIATION OF FUNDS			
Total funds brought forward	354,027	58,930	412,957
TOTAL FUNDS CARRIED FORWARD	<u>446,467</u>	<u>22,256</u>	<u>468,723</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023 (unaudited)
	£	£
Trade debtors	31,120	88,875
Other debtors	<u>17,041</u>	<u>10,656</u>
	<u>48,161</u>	<u>99,531</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023 (unaudited)
	£	£
Trade creditors	16,929	6,875
Other creditors	<u>128,524</u>	<u>46,934</u>
	<u>145,453</u>	<u>53,809</u>

Other creditors include deferred income of £101,209 (2023: £20,208)

17. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	51,496	22,772	137,709	211,977
Designated Fund	<u>394,971</u>	-	<u>26,728</u>	<u>421,699</u>
	446,467	22,772	164,437	633,676
Restricted funds				
Derbyshire Health Care NHS Foundation Trust	-	25,161	(25,161)	-
Children in Need	-	16,861	(16,861)	-
National Lottery Community Fund	-	21,517	-	21,517
Derby City and Shires CCG	-	8,017	(8,017)	-
Loughborough University EDISS	-	13,531	(13,531)	-
Notts Healthcare Small Grants	-	20,121	(20,121)	-
Hertfordshire CC Early Help (1)	9,325	22,103	(31,428)	-
Leicestershire CCG	-	9,275	(9,275)	-
NHS Coventry and Warwickshire	9,283	5,464	(14,747)	-
NHS Oxford Foundation Trust	3,648	14,102	(17,750)	-
Derbyshire Parent Programme	-	272	(272)	-
Derbyshire Peer Support	-	6,048	(6,048)	-
NHS Birmingham and Solihull	-	1,226	(1,226)	-
NHS Birmingham Women and Children	-	7,607	-	7,607
NHS Leicester - 5-25 Enhanced	-	<u>44,991</u>	-	<u>44,991</u>
	<u>22,256</u>	<u>216,296</u>	<u>(164,437)</u>	<u>74,115</u>
TOTAL FUNDS	<u>468,723</u>	<u>239,068</u>	<u>-</u>	<u>707,791</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	142,230	(119,458)	22,772
Restricted funds			
Derbyshire Health Care NHS Foundation Trust	108,856	(83,695)	25,161
Children in Need	29,537	(12,676)	16,861
National Lottery Community Fund	61,815	(40,298)	21,517
Derby City and Shires CCG	259,614	(251,597)	8,017
Loughborough University EDISS	35,028	(21,497)	13,531
Notts Healthcare Small Grants	89,310	(69,189)	20,121
Hertfordshire CC Early Help (1)	250,000	(227,897)	22,103
Leicestershire CCG	100,000	(90,725)	9,275
NHS Coventry and Warwickshire	26,367	(20,903)	5,464
NHS Oxford Foundation Trust	125,625	(111,523)	14,102
Derbyshire Parent Programme	13,235	(12,963)	272
Derbyshire Peer Support	61,685	(55,637)	6,048
NHS Birmingham and Solihull	20,320	(19,094)	1,226
NHS Birmingham Women and Children	12,250	(4,643)	7,607
NHS Leicester - 5-25 Enhanced	75,000	(30,009)	44,991
	<u>1,268,642</u>	<u>(1,052,346)</u>	<u>216,296</u>
TOTAL FUNDS	<u>1,410,872</u>	<u>(1,171,804)</u>	<u>239,068</u>

FIRST STEPS ED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	159,694	92,440	(200,638)	51,496
Designated Fund	<u>194,333</u>	<u>-</u>	<u>200,638</u>	<u>394,971</u>
	354,027	92,440	-	446,467
Restricted funds				
Derbyshire Health Care NHS Foundation Trust	2,122	(2,122)	-	-
Children in Need	5,036	(5,036)	-	-
National Lottery Community Fund	5,126	(5,126)	-	-
Derby City and Shires CCG	17,098	(17,098)	-	-
Student Minds EDISS	13,523	(13,523)	-	-
NUH Trust	1,000	(1,000)	-	-
Loughborough University EDISS	4,745	(4,745)	-	-
Thomas Farr Foundation	1,980	(1,980)	-	-
Midlands Partnership	3,800	(3,800)	-	-
Notts Healthcare Small Grants	1,140	(1,140)	-	-
Enterprise Development Fund	3,360	(3,360)	-	-
Hertfordshire CC Early Help (1)	-	9,325	-	9,325
NHS Coventry and Warwickshire	-	9,283	-	9,283
NHS Oxford Foundation Trust	<u>-</u>	<u>3,648</u>	<u>-</u>	<u>3,648</u>
	<u>58,930</u>	<u>(36,674)</u>	<u>-</u>	<u>22,256</u>
TOTAL FUNDS	<u><u>412,957</u></u>	<u><u>55,766</u></u>	<u><u>-</u></u>	<u><u>468,723</u></u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 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	103,677	(11,237)	92,440
Restricted funds			
Derbyshire Health Care NHS Foundation Trust	122,433	(124,555)	(2,122)
Children in Need	30,909	(35,945)	(5,036)
National Lottery Community Fund	52,165	(57,291)	(5,126)
Derby City and Shires CCG	123,310	(140,408)	(17,098)
Student Minds EDISS	23,970	(37,493)	(13,523)
Foundation Derbyshire	1,618	(1,618)	-
NUH Trust	-	(1,000)	(1,000)
Loughborough University EDISS	28,744	(33,489)	(4,745)
Thomas Farr Foundation	-	(1,980)	(1,980)
Midlands Partnership	-	(3,800)	(3,800)
Notts Healthcare Small Grants	10,000	(11,140)	(1,140)
Enterprise Development Fund	26,240	(29,600)	(3,360)
Hertfordshire CC Early Help (1)	219,659	(210,334)	9,325
Hertfordshire Early Help (2)	32,631	(32,631)	-
Leicestershire CCG	113,542	(113,542)	-
Awards for All	10,000	(10,000)	-
NHS Coventry and Warwickshire	13,183	(3,900)	9,283
NHS Oxford Foundation Trust	25,125	(21,477)	3,648
	<u>833,529</u>	<u>(870,203)</u>	<u>(36,674)</u>
TOTAL FUNDS	<u>937,206</u>	<u>(881,440)</u>	<u>55,766</u>

Restricted Funds

Derbyshire Community Healthcare NHS Foundation Trust funding is spent on our staff costs delivering our Integrated Community Support service at home for Derby Derbyshire patients discharged from NHS inpatient settings and Parent Programme, New Maudsley Method.

Children in Need funding is spent on staff costs towards delivering our services for Children and Young People under the age of 17 years and our weekly groups, body image awareness workshops, and steering groups. Each year children and young people benefit from this project and report an increased knowledge and ability to manage their eating disorder and mental health, report reduced feelings of isolation and felt less stigmatised about their mental health with positive improvements in self-confidence.

The National Lottery Community Fund and Awards For All is spent on additional staff costs delivering our services for adults over the age of 18 years with counselling and psychotherapy sessions to ensure that no adult in financial hardship is prevented from receiving support for their disordered eating or eating disorder. Each year adults will demonstrate the same benefits as with our Children in Need funding.

Loughborough University EDISS funding is spent on staff costs to deliver peer support for students at Loughborough University presenting with mild to moderate disordered eating and disorders.

NHS Derby Derbyshire Integrated Commissioning Board funding is spent on our staff costs towards delivering our All Ages (5 years plus) individual and group therapy services registered with a GP in Derby and Derbyshire.

NHS Leicester, Leicestershire and Rutland Integrated Commissioning Board funding is spent on our staff costs towards delivering our 5 to 25 years children and young people individual and group therapy services and digital eating disorder app services including support for parents/carers registered with a GP in Leicester, Leicestershire and Rutland.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

17. MOVEMENT IN FUNDS - continued

NHS Hertfordshire and West Essex Integrated Commissioning Board funding is spent on our staff costs delivering our 5 to 17 years children and young people individual and group therapy services registered with a GP in Hertfordshire and West Essex.

Nottingham and Nottinghamshire Integrated Commissioning Board funding is spent on our staff costs delivering our 18 years plus adult individual and group therapy services and accredited professional training from direct referrals by Nottinghamshire Healthcare NHS Foundation Trust.

Coventry and Warwickshire Partnership NHS Trust funding is spent on our staff costs towards delivering our 5 to 17 years children and young people individual and group therapy services, parent programme and accredited professional training as direct referrals.

NHS Birmingham and NHS Solihull funding is spent on our staff costs delivering our 5 years plus individual and group therapy services, parent support programme and accredited professional training as direct referrals from Birmingham Woman's and Children's NHS Foundation Trust and Birmingham and Solihull Mental Health NHS Foundation Trust.

Oxford Health NHS Foundation Trust funding is spent on our staff costs delivering our All Ages (5 years plus) individual and group therapy services from direct referrals from Bath and North East Somerset, Swindon and Wiltshire eating disorders service.

Small Grants, donations and fundraising enabled our charity to extend the number of psychoeducation groups and our printed research informed guide books and self-help guides to reach many more individuals

Designation Funds

Salary notice costs	£ 348,615
Staff redundancy costs	25,388
Office lease and rates	17,696
Woburn House return costs	15,000
HR and legal cost	15,000

	421,699
	=====

The designated fund is designed to cover the cost of the charity being wound up and we estimated the salary notice costs to be approximately 6 months.

Transfers between funds

The transfer between funds relate to any surplus or deficit made on a restricted fund on the completion of the contract.

The restrictive nature of the funds is based on geographic or demographic restrictions and meeting performance targets rather than spending restrictions. Providing these performance targets are met by the end of the contract term any surplus funding can be transferred to the general fund.

No additional funding is received should costs exceed income in the need to meet said performance targets.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

FIRST STEPS ED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 (unaudited) £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	17,632	20,399
Talk ED	<u>52,621</u>	<u>-</u>
	70,253	20,399
Investment income		
Bank interest receivable	2,233	2,312
Charitable activities		
Grants	91,352	836,091
Contractual income	1,177,290	-
Other income	<u>60,384</u>	<u>-</u>
	1,329,026	836,091
Other income		
Counselling income	-	49,441
Enterprise income	-	28,901
Sundry income	-	62
Rental income	<u>9,360</u>	<u>-</u>
	9,360	78,404
Total incoming resources	1,410,872	937,206
EXPENDITURE		
Raising donations and legacies		
Advertising and marketing	-	20,442
Charitable activities		
Wages	823,600	568,752
Social security	61,285	41,111
Pensions	23,047	23,873
Sessions/workshops	56,453	41,978
Rent and rates	42,667	37,900
Insurance	3,177	2,947
Telephone	9,312	10,138
Printing, postage and stationery	209	496
Sundries	5,161	3,757
HR/welfare	8,255	13,370
Advertising and marketing	1,821	3,616
Travel	13,605	15,141
Training	20,018	14,606
Licences and subscriptions	3,358	1,317
Repairs and maintenance	1,805	-
Computer costs	37,688	39,968
Tellmi app	48,000	42,028
Bank charges	<u>376</u>	<u>-</u>
	1,159,837	860,998

This page does not form part of the statutory financial statements

FIRST STEPS ED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	(unaudited) £
Support costs		
Governance costs		
Auditors' remuneration	4,950	-
Legal and professional	<u>7,017</u>	<u>-</u>
	<u>11,967</u>	<u>-</u>
Total resources expended	<u>1,171,804</u>	<u>881,440</u>
Net income	<u>239,068</u>	<u>55,766</u>

This page does not form part of the statutory financial statements

FIRST STEPS ED

England & Wales - Charity number 1185092

Accounts

FIRST STEPS ED

FINANCIAL STATEMENTS

FOR

31 MARCH 2023

Charity Number 1185092

FIRST STEPS

to understanding eating
disorders



For children and
their families,
young people, and
adults affected by
eating difficulties
and disorders

Our founding principles are based on the experiences of individuals who have had, are still living with, and have recovered from eating disorders and general mental health conditions.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

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Statement of financial activities	12
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Notes to the financial statements	14-23

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

The Board of Trustees

Carolyn Gilby – Chairperson

Danial Dark

Heike Bartle

Kelly Stevens

Karen Jackson

Sue McCready

Nicky Clarke (Joined 8th June 2022)

Martin Rayson (Joined 8th June 2022)

Janet Ellis (Joined 8th June 2022)

Pen Cabot (Joined 8th June 2022)

Antonia Lagou (Joined 8th June 2022)

Emily Elson (Retired 29th December 2022)

Patrons

Catherine Cleary MBE (Founder)

Advisors

Dr. Anthony Natt, General Practitioner (retired) Primary Care Networks

Dr. Chris Gillespie, Consultant Psychologist, Obesity and Diabetes Specialist

Dr. Emma Sharpe, Lecturer in Psychology and Research in Eating Disorder

Chief Executive Officer

Kevin Parkinson

Charity Address

Woburn House

Vernon Gate

Derby

DE1 1UL

Independent Examiner

Kevin Parkinson FCA

Derby Community Accountancy Service

Babington Lodge

128 Green Lane

Derby

DE1 1RY

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

The First Steps ED (FSED) board of trustees have pleasure in presenting their annual report and the unaudited financial statements of the Charitable Incorporated Organisation (CIO) for the year ended 31 March 2023.

Structure, governance, and management

Constitution

The principal object of the charity is to provide specialist services for people with eating disorders. This includes individual and group therapy for children and young People (5 to 17 years) counselling and psychotherapy for adults (16 years +) and weekly support groups and psychoeducation workshops for all ages, genders, and backgrounds, including parents/carers, alongside accredited professional training.

Objectives and activities

First Steps ED has been, and continues to be, developed by people who have lived experience of eating disorders and co-morbid mental health disorders, either personally or through caring for someone close to them. We provide early intervention and prevention services that compliments the NHS and Public Health in the community working closely in the health and education environments.

First Steps ED has been at the forefront of improving the lives of people of all ages impacted by mental health and eating disorders and since 2004 has built a reputation as the Midlands Eating Disorder Charity, working further afield through our dedicated team of staff and volunteers many having a lived experience who are focused on bringing hope, opportunities, and choices that recovery is a real possibility and people are no longer defined by their illness.

As a registered charity (1185092), we have charitable objectives, which are:-

1. The relief of individuals of all ages (and their families) whose lives are affected by diagnosed and undiagnosed eating difficulties and disorders and other mental health issues by providing information, advice, and support.
2. The preservation and protection of the physical and mental health of families and carers of those suffering from eating disorders and other mental health issues by providing information and support.
3. To advance education for the public benefit by providing training for carers, professionals, and the public, of people suffering from eating disorders, and other mental health issues.

Summary of the main activities undertaken for the public benefit in relation to these objectives

In planning our activities for the year, we kept in mind the Charity Commissions guidance on public benefit at our trustee meetings.

First Steps ED is open to all individuals irrespective of race, gender, or other personal circumstances, and we strive to make adjustments to support people where this is in our control.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Governance and management

The management of the charity is the responsibility of the Trustees who are appointed through a transparent national recruitment process under the terms of the Charitable Incorporated Organisation (CIO) Constitution Foundation Model.

First Steps ED has a board of up to 12 Trustees'. The Board meets regularly and is responsible for the strategic direction, policy setting and appointment of its Chief Executive Officer. Trustees are required to sign a code of conduct and declare any conflicts of interest. The appointment of Trustees as Chair is reviewed every 3 years.

The skills represented by our existing Board of Trustees includes: retired NHS Director of Nursing and Operations Mental Health Trust; retired and current Executive Director's of People and Organisational Development, NHS Acute Hospital Trusts; current Chief Executive NHS Community Services Provider; a Senior Quality Improvement Manager NHS Specialised Services, Acute Hospital Trust; a Professor Health Humanities and reader in male eating disorders; the Head of Personal, Social, Health and Economic (PSHE) and Teacher in Religious Studies Multi-Academy Schools; and a number of Senior Managers from the private and academic sector bringing skills including Environment and Sustainability; Marketing and Communications; and Business Development.

Trustees recognise it is essential that the Board and its Committees are diverse in terms of background, diversity, skills, and experiences to remain truly representative.

Review of the Year's developments and achievements

Chair's Report

It has been another year of growth and development for our service teams and volunteers and as a board of trustees we are delighted that we continue to support children, young people and adults as well as parents and carers from more areas across England.

As you will see from the report we are supporting more people and whilst this is evidence of our success it does stretch our services and we continue to look at innovative ways to reach and support individuals who reach out to us.

The board are very proud of the initiatives and partnership working that takes place across our charity as we strive to increase our offer and support to all.

On behalf of the board of trustees I would like to thank everyone involved in supporting so many through their eating disorder recovery journey.

Our thanks also go to our committed funders, commissioners, and partners for their ongoing support in these challenging times enabling First Steps ED to be there when you needed us.

Carolyn Gilby, Chair

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Chief Executive Officer Report

Our staff, volunteers and service users continue to drive our co-production approach to developing new services which during this annual report period has seen the charity implement new individual and group therapy pathways for Avoidant Restrictive Food Intake Disorders (ARFID) where we have also been supporting a range of NHS Integrated Commissioning Boards (ICB's) to design their own pathways.

Where we are commissioned by the NHS the numbers of children and young people accessing this new support continues to increase and across one ICB at least 50% of 5 to 17 year old referrals are for ARFID.

Last year we reported on a new grant awarded by the Association of Mental of Providers where we focused our year on developing a new pilot service for people with eating disorders and high body weight which we know from our work often co-occur, sharing many underlying factors, and may adversely affect emotional and physical health. Both can also be challenging to treat in clinical settings.

This work has resulted in our charity working closely with the [NHS Complications for Excess Weight Clinics \(CEW\)](#) which effects 1 in 4 children living with obesity and in the next 12 months through this integrated pilot pathway our staff will be supporting 50 children from Derby City on this admitted pathway as part of a new Joined Up Care approach.

We have continued to invest and expand our digital services road map, launching the first eating disorder app commissioned by the NHS as a pilot to support early intervention and prevention for marginalised individuals and communities which demonstrated its utility and effectiveness and has resulted in being commissioned as a full service.

Although NHS waiting times for eating disorder treatments continue to improve, between January and March 2023 21% of those under the age of 19 still waited longer than a week to start treatment after an urgent referral, with 18% waiting longer than four weeks after a routine referral for an eating disorder – considerably higher than the target that no more than 5% of patients should wait longer than those periods. The number of children attending A&E for eating disorders also continues to be greater than adult A&E attendances for eating disorders.

Through our engagement with NHS Regional eating disorder clinical networks, and directly with NHS specialist CAMHS and adult eating disorder services, we continue to increase our commissioned and funded services working as an integrated pathway partner delivering our respected shared care and step-up and step-down services across the East and West Midlands, the Home Counties.

As I look forward into 2023 with our team, I want to pay a tribute to Paula Blight, CEO and her team at Somerset and Wessex Eating Disorder Association (SWEDA) for chairing our [Regional Eating Disorder Charity Alliance/Network](#) this year which is being handed over to myself and First Steps ED to continue our joint objectives of bringing expert-by-experience charity eating disorders care services closer to home across England, Scotland, Wales and Northern Ireland.

Kevin Parkinson, CEO

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

About Us

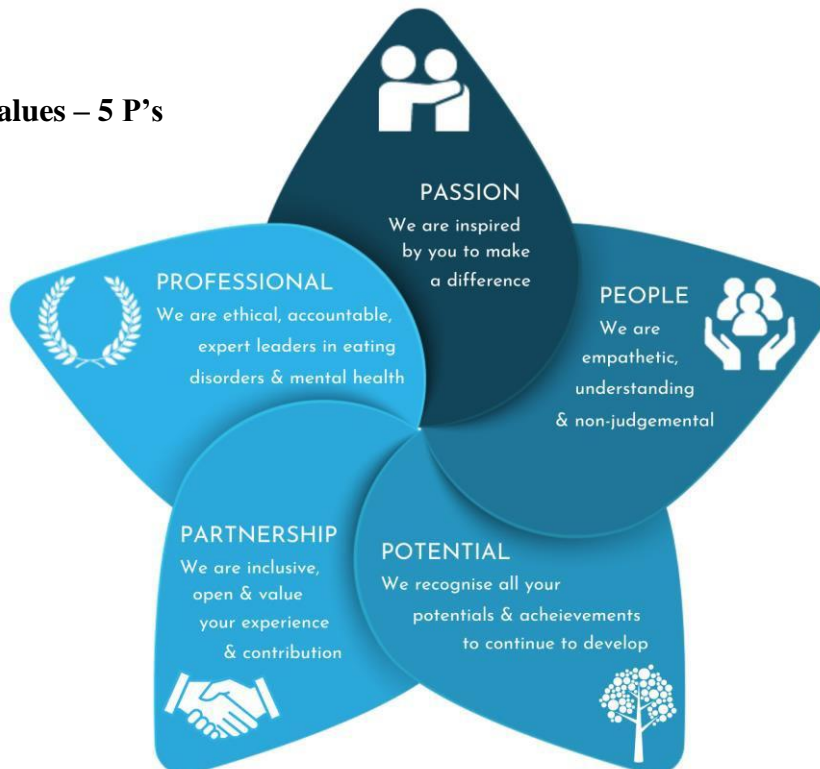
First Steps ED (FSED) has been at the forefront of improving the lives of people from all ages, genders and backgrounds impacted by eating disorders and high body weight since 2004 and has built a reputation as the Midlands Eating Disorder charity.

We are experts by experience, a person-centred, quality-assured, research-based organisation and a leading light working as an integrated partner in the health and education environments focused on patient-team partnership, for population management, with continuity of care, and prompt access to care, comprehensiveness and care coordination at our heart to ensure that the people who approach us for help, receive the care and support, and the real possibility that recovery is achievable and are no longer defined by their illness.

As an organisation we have a continuous service improvement culture and floor to board values led team of autonomous staff, volunteers and placement students curating service user led coproduction in eating disorders and obesity services.

Our building blocks have their foundation in engaged leadership, data-driven improvement, empanelment, and team-based care, with our service users underpinning our culture and behaviours with many becoming befrienders, volunteers, and future employees.

Our Core Values – 5 P's



FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Here's what we did in 2022 alone:

Provided early intervention and prevention psychoeducation workshops to 21 schools and colleges reaching over 1,639 students aged 5 to 18 years as part of our NHS Futures in Mind and Children in Need funding.

Supported 687 children and young people aged 5 to 17 years with Cognitive Behavioral Therapy Ten (CBT-T funded by Children in Need and NHS Clinical Commissioning Groups in Derbyshire, Leicestershire and Hertfordshire).

Supported 172 Leicester, Leicestershire and Rutland (LLR) children and young people aged 11 to 18 years with our Collaborative Partner, Tellmi through our [unique eating disorder app portal](#) focused on providing access to support for marginalised groups from the male; LGBTQ+ and BAME, people of colour communities.

Continued to expand our Eating Disorders in Student Services (EDISS) services through our partnership with Student Minds the university as a collaborative partner with [Student Space](#) supporting 525 students across 50 universities in England and Wales.

Supported 255 adults funded by The National Lottery Community Fund and NHS Clinical Commissioning Groups from Derbyshire and Nottinghamshire with 143 receiving 12 to 24 weeks of psychotherapy with some service users receiving longer term care up to 48 weeks, and 112 receiving our award winning Befriending digital service over twice weekly emails or weekly video clinic over 24 weeks which can be extended up to 36 weeks.

Our volunteers and befrienders contributed 4,702 hours of their time saving our commissioners £74,527 during the year on employment staff costs alone.

(based on £13.70 + 15.7% average hourly rate for healthcare services)

Recruited and trained 46 new volunteers, befrienders and student placements and equates to 2.5 full time equivalent (FTE) staff members.

Delivered 372 weekly Guided Self-help psychoeducation workshops and a range of eating disorder presentation four-week Group Recovery workshops to 2,068 people of All Ages.

Trained 996 professionals from the NHS, social care, education and community sectors and commissioned by Nottingham and Nottinghamshire Integrated Commissioning Board (ICB) delivered 25 Continued Professional Development (CPD) training sessions for health and non health care staff working with children and young people, including new staff recruited to Child and Adolescent Mental Health Services CAMHS and CAMHS ED.

Supported and trained 336 parents and carers funded by NHS commissioners in Birmingham, Staffordshire, Lincolnshire, Derbyshire and Hertfordshire who attended our four week New Maudsley Method, Skills for Carers programme and supported 26 parents with our 12 week parent psychotherapy support for their own wellbeing needs to improve their anxiety and depression as a care giver in the home environment.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Our Social Impact in 2022

First Steps ED was originally run by volunteers, and they continue to play a very important role in keeping the charity open and able to support people struggling with eating difficulties and disorders.

We believe that the opportunity to become a volunteer once a service user has recovered is very motivating and can help them keep on track within their own recovery journey which for some individuals with enduring and lifelong eating disorders becomes one of the strongest opportunities to enable them to thrive.

Our volunteering opportunities come in all forms and choices, from working alongside our trained staff delivering peer support groups, to facilitating workshops, and playing an active role in awareness raising, fundraising, and utilising their lived experience to co-deliver our accredited training to health and care professionals.

Our volunteers, befrienders, and student counsellors remain our most valued assets.

Communications and Social Media Performance

We recognise both the positives and negatives that social media brings into people's lives and have continued to develop both our virtual community and reach across England, the UK and further afield now enjoying strong collaborative communications with other non-profit and healthcare professionals working in the eating disorder community across the globe.

- Facebook 32,000 people reached with 3,707 followers
- Twitter 3,862 engaged followers
- Instagram 18,200 people reached with 3,707 followers
- LinkedIn 1,183 followers up 90% increase on the previous year and growing

A big shift to digital

To meet the changing demand for services under lockdown and social distancing, our team introduced a number of new services and support initiatives available online to address any interruption caused to people's usual support networks.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

More Accessible - moving to online platforms, our service users and peers could access more of our services and training opportunities. This has been beneficial to those out-of-area who would have previously struggled to attend in-house events.

Increased Opportunities - with more focus on our digital channels we have been able to find a new network of partners and collaborators. This has led to an increase in awareness of our services as well as additional creation and sharing of resources.

Social Media Campaigns - throughout our online audience has been increasing month on month. We have been able to offer 24/7 support with self-care advice and resources available online, on our website and new Digital Hub services.

Patient, Public, Involvement and Engagement (PPIE) Committee

The involvement of service users and carers is vitally important in making sure our activities are relevant to our key stakeholder groups and all the people our organisation impacts.

Our Patient, Public Involvement and Engagement (PPIE) committee was created to ensure that our patients and the wider public are involved in the activities we undertake. Patients and the public bring a wealth of experience and provide valuable perspectives on the way that our services are designed and delivered.

Eating Disorders Awareness Week 2022

The First Steps ED Eating Disorder Awareness Week campaign focused on Early Intervention and Equity for eating disorder support.

Our teams believe in early intervention, and trust that better education around disordered eating behaviours can play an important role in protecting those who are at risk of developing an eating disorder. We work with and support professionals across a range of sectors who, with appropriate training, can now recognise the early signs and symptoms of an eating disorder so it felt like an opportune time to promote this area of our advocacy.

The PPIE committee supported content development, media appearances, and helped our communications team navigate language and key concepts for the campaign materials.

Identifying cultural barriers

The committee wanted to develop a new social media strategy which targets diverse groups and communities which could help target new service users. New 'short guides' were designed and launched in March 2023 to better understand our external audiences and the appetite for more targeted content, including our Ramadan Guide and easter resources.

The 'Ramadan and Eating Disorders' received more than 700 reads/downloads over the month-long event, and was well received on social media, compared to our Easter resource which received under 300 reads/downloads.

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FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Supporting a new working project -Perinatal issues

A new working group was created through the PPIE Committee supported and led by our committee's Vice-Chair, Perinatal Lead and Staff Lead and supported by members of the First Steps ED employed team and external experts.

The objective of the group is to prioritising effective care around preconception, prenatal, perinatal, and postnatal issues around eating disorders and, in the future, be on the frontline for policy change when it comes to training requirements.

FINANCIAL REVIEW

Reserves

The Trustee Board has resolved in its 2023/23 Reserves Policy to hold 6 months Designated Reserves for wind up costs and redundancy costs in the event of any requirement to close the operations of the organisation. This is a pragmatic policy due to the nature of the work carried out as any transfer of NHS commissioned services may take between 3 and 9 months to complete for receiving organisations.

Status and administration

Governing document

First Steps ED is a registered Charitable Incorporated Organisation (CIO), number 1185092 registered with the Charity Commission on 29 August 2019. The charity's governing document is a Foundation Model Constitution adopted on 29 September 2020.

The charity's address is, Woburn House, Vernon Gate, Derby, DE1 1UL

Recruitment, induction, and training of trustees

The Charity undertakes, when the need arises, a skills audit to determine the requirements of the Trustee Board. If a skill shortage is identified, approaches are made to specific people identified as having these skills, where an appointment is sought a professional recruitment partner is engaged, for co-opted appointments regional and national professional networks are engaged.

Trustees are DBS checked and have Enhanced Disclosure. The Board evaluates training requirements annually and Trustees' have access to the Charity's eLearning Portal for statutory Continued Professional Development (CPD) training including Health and Safety; GDPR, Cyber Security; Safeguarding Adults and Safeguarding Childrens, plus 28 other training courses available to our staff and volunteers.

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FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Risk management policy

The trustees examine the major risks that the charity faces each financial year when preparing and updating the strategic plan. The charity has developed systems to monitor and control these risks to mitigate any impact that they may have on the charity in the future.

During 2022 the Board of Trustees agreed to update our Quality Management Systems inclusive of our Governance and Risk, Quality and Customer, and Financial Management systems and processes and asked our staff to recommend a new Quality Management System which was ISO9001-2015 for Whole Organisation and British Association for Counselling and Psychotherapy (BACP) for our services.

- ISO9001-2015 started January 2020 with accreditation annually in June 2022
- BACP Membership accreditation completed in August 2022

Independent Examiner

Kevin Parkinson FCA of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Trustees Woburn House
Vernon
Gate Derby
DE1 1UL

Signed on behalf of the

Carolyn Gilby

Trustee Chair

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

Independent Examiner's Report to the Trustees of First Steps ED

I report on the accounts of the charity for the year ended 31 March 2023 which are set out on pages 12 to 23

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 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:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

Date

FIRST STEPS ED

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED MARCH 31st 2023

		Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Income from:					
Donations	3	20,381	18	20,399	13,360
Charitable activities	4	2,600	833,491	836,091	524,802
Other income	5	78,384	20	78,404	34,769
Investment income	6	2,312	-	2,312	1,446
Total incoming resources		103,677	833,529	937,206	574,377
<u>Expenditure on:</u>					
Raising funds		1,203	19,239	20,442	4,045
Charitable activities		9,150	851,848	860,998	603,200
Total resources expended	7	10,353	871,087	881,440	607,245
Net incoming/(outgoing) resources before transfers		93,324	(37,558)	55,766	(32,868)
Transfer between funds		-	-	-	-
Net incoming/(outgoing) resources for the year		93,324	(37,558)	55,766	(32,868)
Balances brought forward		353,143	59,814	412,957	445,825
Balances carried forward		446,467	22,256	468,723	412,957

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 14 to 23 form part of these financial statements.

FIRST STEPS ED

BALANCE SHEET

31 MARCH 2023

	Note	2023	2022
		£	£
Fixed assets			
Tangible assets		-	-
Current assets			
Cash at bank and in hand		423,001	430,515
Debtors	10	99,531	15,140
		522,532	445,655
Creditors: amounts falling due within one year	11	53,809	32,698
Net current assets		468,723	412,957
Total assets less current liabilities		468,723	412,957
Net assets/(liabilities)		468,723	412,957
Funds			
Restricted	12	22,256	59,814
General Reserves	12	51,496	158,810
Designated Funds	12	394,971	194,333
TOTAL FUNDS		468,723	412,957

The financial statements were approved by the members of the committee on the and signed on their behalf by:

C. Gilby
Chair

The notes on pages 14 to 23 form part of these financial statements.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charity information

First Steps ED is a registered charity and is a CIO. The charity's registered office is Woburn House, Vernon Gate, Derby. DE1 1UL. It became a registered charity on 29th August 2019. At the end of the year there were 12 Trustees

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the charity. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 March 2023 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3. Voluntary income

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2023	Period to 31 Mar 2022
	£	£	£	£
Donations	20,381	18	20,399	13,360
	20,381	18	20,399	13,360
	= =	= =	=	=

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2023 £	Period to 31 Mar 2022 £
Derbyshire Health Care NHS Foundation Trust	-	122,433	122,433	129,533
The National Lottery Community Fund (Reaching Communities)	-	52,165	52,165	60,983
Children in Need	-	30,909	30,909	34,777
Derby City and Derbyshire CCGS	-	123,292	123,292	131,392
Nottingham City CCG	-	-	-	-
Future in Mind	-	-	-	-
Lloyds Charitable Foundation	-	-	-	-
Foundation Derbyshire	-	1,618	1,618	2,000
Erewash Voluntary Action	100	-	100	1,500
Derbyshire County Council	-	-	-	8,600
HMRC Furlough Grant	-	-	-	16,425
Derby University	-	-	-	1,000
Toyota Charitable Trust	-	-	-	2,000
Community Action Derby	-	-	-	500
Thomas Farr Foundation	-	-	-	1,980
Loughborough University	-	28,724	28,724	15,552
Midlands Partnership	-	-	-	3,800
Enterprise Development Fund	-	26,240	26,240	3,360
Student Minds	-	23,970	23,970	109,260
Nottingham University Hospitals Trust	-	-	-	1,000
Nottinghamshire Healthcare Trust	-	10,000	10,000	1,140
Leicestershire CCG	-	113,542	113,542	-
The National Lottery Community Fund (Awards for All)	-	10,000	10,000	-
Hertfordshire CC Early Help	-	252,290	252,290	-
Barratt Development Charity	1,500	-	1,500	-
Groundworks UK	1,000	-	1,000	-
NHS Coventry and Warwickshire	-	13,183	13,183	-
NHS Oxford Foundation Trust	-	25,125	25,125	-
	<u>2,600</u>	<u>833,491</u>	<u>836,091</u>	<u>524,802</u>
	=	==	==	=

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

5 Sundry Income

	Year to 31 March 2023	Year to 31 March 2022
	£	£
Counselling income	49,441	27,556
Enterprise income	28,901	7,211
Sundry	62	2
	<u>78,404</u>	<u>34,769</u>
	=	=

6 Interest receivable

	Year to 31 March 2023	Year to 31 March 2021
	£	£
Bank interest receivable	<u>2,312</u>	<u>1,446</u>
	=	=

7. Total resources expended

	Total Funds Year to 31 Mar 2023 £	Total Funds Year to 31 Mar 2022 £
Staff costs	633,736	443,677
Fees	147,130	90,640
Insurance	2,947	2,301
Rent & Room hire	37,900	36,161
Heat and Light	-	-
Stationery, printing, postage & telephone	10,634	9,866
Refreshments costs	226	122
Refurbishment Equipment and consumables	3,531	3,707
Travel & welfare	22,222	7,763
Training	2,672	8,963
Fundraising costs	20,442	4,045
	<u>881,440</u>	<u>607,245</u>

Expenditure on charitable activities was £860,998 (2022: £603,200) of which £851,848 was restricted (2022 £603,200)

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

8. Net (expenditure)/income

	Year to 31 Mar 2023 £	Year to 31 Mar 2022 £
Independent examiner's Fees	<u>1,250</u>	<u>1,250</u>

9. Trustees and key management personnel

During the year trustees did not receive remuneration for their roles as trustees

The key management personnel of the charity consist of the trustees, the Chief Executive Officer and other members of the senior management team. The total employment benefits of the key management personnel were £118,337 (2022: £118,897)

The aggregate payroll costs were:

	Year to 31 Mar 2023 £	Year to 31 Mar 2022 £
Wages and salaries	568,752	392,921
National Insurance	41,111	28,528
Pension	23,873	22,228
	-	-
	<u>633,736</u>	<u>443,677</u>

One employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	Year to 31 Mar 2023 No	Year to 31 Mar 2022 No
Direct Charitable Staff (full time equivalent)	27	18
Administration	1	-
	<u>28</u>	<u>18</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

10. Debtors:

	2023	2022
	£	£
Bank interest	1,626	808
Trade Debtors	2,080	5,302
Derbyshire Health Care NHS Foundation Trust	16,329	-
NHS Oxford Foundation Trust	25,125	-
Hertfordshire CC Early Help	32,158	-
NHS Oxford Foundation Trust	13,183	-
Prepayment		
Rent	9,030	9,030
	<u>99,531</u>	<u>15,140</u>

11. Creditors:

	2023	2022
	£	£
Deferred Income		
National Lottery Community Fund	-	20,866
Children in Need	5,332	5,342
Derbyshire Health Care NHS Foundation Trust	14,876	-
Other creditors		
Sundry creditors	6,875	600
Salary costs	26,726	5,890
	<u>53,809</u>	<u>32,698</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

12. Statement of funds

	At 1 April				At
	2022	Incoming	Outgoing	Transfers	31 March
		£	£	£	2023
					£
General reserve	158,810	103,677	10,353	(200,638)	51,496
Designated Funds	194,333	-	-	200,638	394,971
Total unrestricted funds	353,143	103,677	10,353	-	446,467
Restricted Funds					
Derbyshire Health Care NHS Foundation Trust	2,122	122,433	124,555	-	-
Children in Need	5,036	30,909	35,945	-	-
National Lottery Community Fund	5,126	52,165	57,291	-	-
Derby City and Shires CCG	(3,080)	58,310	55,230	-	-
Derbyshire & City CCG CYP	20,178	65,000	85,178	-	-
Derbyshire Healthcare NHS Foundation Trust (mental health)	884	-	884	-	-
Student Minds EDISS 2021	13,523	23,970	37,493	-	-
Foundation Derbyshire	-	1,618	1,618	-	-
NUH Trust	1,000	-	1,000	-	-
Loughborough University EDISS	4,745	28,744	33,489	-	-
Thomas Farr Foundation	1,980	-	1,980	-	-
Midlands Partnership	3,800	-	3,800	-	-
Notts Healthcare Small Grants	1,140	10,000	11,140	-	-
Enterprise Development Fund	3,360	26,240	29,600	-	-
Hertfordshire CC Early Help (1)	-	219,659	210,334	-	9,325
Hertfordshire CC Early Help (2)	-	32,631	32,631	-	-
Leicestershire CCG	-	113,542	113,542	-	-
Awards for All	-	10,000	10,000	-	-
NHS Coventry and Warwickshire	-	13,183	3,900	-	9,283
NHS Oxford Foundation Trust	-	25,125	21,477	-	3,648
Total restricted funds	59,814	833,529	871,087	-	22,256
Total funds	412,957	937,206	881,440	-	468,723

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Restricted Funds

Restricted Funds

Derbyshire Community Healthcare NHS Foundation Trust funding is spent on our staff costs coordinating our Integrated Community Support service at home for patients who have been discharged from NHS inpatient settings.

Children in Need funding is spent on additional staff costs towards coordinating our services for Children and Young People under the age of 17 years and our weekly groups, body image awareness workshops, our steering groups and volunteering opportunities. Each year over 250 children and young people benefit from this project and report an increased knowledge and ability to manage their eating disorder and mental health, report reduced feelings of isolation and felt less stigmatised about their mental health with positive improvements in self-confidence.

The National Lottery Community Fund and Awards For All is spent on additional staff costs towards coordinating our services for adults over the age of 18 years with counselling and psychotherapy sessions to ensure that no adult in financial hardship is prevented from receiving support for their disordered eating or eating disorder. Each year over 350 adults will demonstrate the same benefits as with our Children in Need funding.

Loughborough University EDISS funding is spent on staff costs to deliver peer support for students at Loughborough University presenting with mild to moderate disordered eating and disorders.

Thomas Farr Foundation money is to be spent on self help groups staff costs.

Midlands Partnership money was to be spent on S4C staff groups

Enterprise Development Fund awarded through the Association of Mental Health Providers was spent on staff costs to deliver an engagement and research programme designed to increase the trading services of the charity specifically targeted at people of all ages presenting with disordered eating living in larger bodies and with obesity.

NHS Derby Derbyshire Integrated Commissioning Board funding is spent on our staff costs towards coordinating supporting 180 children and young people aged 5 to 17 years and 69 adults 18 years plus registered with a GP in Derby and Derbyshire.

NHS Nottingham and Nottinghamshire Integrated Commissioning Board funding is spent on our staff costs towards delivering our accredited eating disorder training to professionals.

NHS Hertfordshire Integrated Commissioning Board funding is spent on our staff costs towards coordinating working with children, young people and their families between the ages of 5 to 18 years. These support services support up to 500 children and young people and 100 parents/carers registered with a Hertfordshire and West Essex GP.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

NHS Leicester, Leicestershire and Rutland Integrated Commissioning Board funding is spent on our staff costs towards delivering our digital eating disorder app service for children and young people 11 to 18 year olds and 5 to 18 year olds who require face to face traditional services.

NHS Coventry and Warwickshire funding is spent on staff costs to deliver our children and young peoples individual and group therapy services and deliver our accredited eating disorders training to professionals.

NHS Oxfordshire Foundation Trust funding is spend on staff costs to delivery our all ages individual and group therapy services for patients stepped down from Baner, Swindon and Wiltshire.

Our Small Grants enabled our charity to extend the number of psychoeducation groups and our printed research informed guide books and self-help guides to reach many more individuals.

Designated Funds

	£
Salary notice costs	336,524
Staff redundancy costs	24,290
Office Lease and Rates	14,157
Woburn House Return Costs (Fixtures and Fittings)	12,000
HR and legal cost	8,000
	<u>394,971</u>
	= = = =

13. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	51,496	51,496
Designated Funds	-	394,971	394,971
Restricted funds			
Hertfordshire CC Early Help (1)	-	9,325	9,325
NHS Coventry and Warwickshire	-	9,283	9,283
NHS Oxford Foundation Trust	-	3,648	3,648
	-----	-----	-----
	-	468,723	468,723
	=	=	= = = =

15. Related party transactions

The charity had no related party transactions that required disclosure

FIRST STEPS ED

England & Wales - Charity number 1185092

Accounts

FIRST STEPS ED
FINANCIAL STATEMENTS
FOR
31 MARCH 2022

Charity Number 1185092

FIRST STEPS

to understanding eating
disorders



For children and
their families,
young people, and
adults affected by
eating difficulties
and disorders

Our founding principles are based on the experiences of individuals who have had, are still living with, and have recovered from eating disorders and general mental health conditions.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

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FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

The Board of Trustees

Carolyn Gilby – Chairperson

Danial Dark

Adrian Fleet (Resigned 16th February 2022)

Kate Squires (Resigned 31st March 2022)

Lisa Wilson (Resigned 31st March 2022)

Heike Bartle

Emily Elson

Kelly Stevens

Karen Jackson

Sue McCready

Patrons

Catherine Cleary MBE (Founder)

Advisors

Dr. Anthony Natt, General Practitioner (retired) Primary Care Networks

Dr. Chris Gillespie, Consultant Psychologist, Obesity and Diabetes Specialist

Dr. Emma Sharpe, Lecturer in Psychology and Research in Eating Disorder

Chief Executive Officer

Kevin Parkinson

Charity Address

Woburn House

Vernon Gate

Derby

DE1 1UL

Independent Examiner

Kevin Parkinson FCA

Derby Community Accountancy Service

Babington Lodge

128 Green Lane

Derby

DE1 1RY

The active links to online resources throughout this document have been tested and confirmed from safe and accredited sources.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

The First Steps ED (FSED) board of trustees have pleasure in presenting their annual report and the unaudited financial statements of the Charitable Incorporated Organisation (CIO) for the year ended 31 March 2022.

Structure, governance, and management

Constitution

The principal object of the charity is to provide specialist services for people with eating disorders. This includes individual and group therapy for children and young People (5 to 17 years) counselling and psychotherapy for adults (16 years +) and weekly support groups and psychoeducation workshops for all ages, genders, and backgrounds, including parents/carers, alongside accredited professional training.

Objectives and activities

First Steps ED has been, and continues to be, developed by people who have lived experience of eating disorders and co-morbid mental health disorders, either personally or through caring for someone close to them. We provide early intervention and prevention services that compliments the NHS and Public Health in the community working closely in the health and education environments.

First Steps ED has been at the forefront of improving the lives of people of all ages impacted by mental health and eating disorders and since 2004 has built a reputation as the Midlands Eating Disorder Charity, working further afield through our dedicated team of staff and volunteers many having a lived experience who are focused on bringing hope, opportunities, and choices that recovery is a real possibility and people are no longer defined by their illness.

As a registered charity (1185092), we have charitable objectives, which are:-

1. The relief of individuals of all ages (and their families) whose lives are affected by diagnosed and undiagnosed eating difficulties and disorders and other mental health issues by providing information, advice, and support.
2. The preservation and protection of the physical and mental health of families and carers of those suffering from eating disorders and other mental health issues by providing information and support.
3. To advance education for the public benefit by providing training for carers, professionals, and the public, of people suffering from eating disorders, and other mental health issues.

Summary of the main activities undertaken for the public benefit in relation to these objectives

In planning our activities for the year, we kept in mind the Charity Commissions guidance on public benefit at our trustee meetings. First Steps ED is open to all individuals irrespective of race, gender, or other personal circumstances, and we strive to make adjustments to support people where this is in our control.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Governance and management

The management of the charity is the responsibility of the Trustees who are appointed through a transparent national recruitment process under the terms of the Charitable Incorporated Organisation (CIO) Constitution Foundation Model.

First Steps ED has a board of up to 12 Trustees'. The Board meets regularly and is responsible for the strategic direction, policy setting and appointment of its Chief Executive Officer. Trustees are required to sign a code of conduct and declare any conflicts of interest. The appointment of Trustees as Chair is reviewed every 3 years.

The skills represented by our existing Board of Trustees includes: retired NHS Director of Nursing and Operations Mental Health Trust; current Chief Executive NHS GP Practices and Social Care Provider; a Director of Governance and Clinical Quality, Independent Acute Hospital; a Professor Health Humanities and reader in male eating disorders; an Assistant Principle and Head of Personal, Social, Health and Economic (PSHE) and Teacher in Religious Studies for Academy School; a NHS Peer Support Lead Mental Health Trust; and Senior Management from across the international social sector bringing skills including Governance, Business Development, and Innovation, with many Trustees being experts by experience.

Trustees recognise it is essential that the Board and its Committees are diverse in terms of background, diversity, skills, and experiences to remain truly representative.

Review of the Year's developments and achievements

Chair's Report - This is my second year as Chair of the Board of Trustees, and it has been another tremendous year for our teams and volunteers.

The past year has continued to be unprecedented for both children, young people, and adults, which has seen our services support 50% more people than the first year of the Covid19 pandemic. With education establishments and employers returning slowly following the many lock downs, the effects of social isolation, lost support networks and an uncertain future has continued to be a difficult and challenging year for all.

The board of trustees are incredibly proud of the way our staff and volunteers have responded and gone above and beyond, every day, to ensure that we were able to deliver services to so many more people from the Midlands and further afield. Our congratulation to our teams who through the senior management team supported by our Governance Committee for updating our Quality Management Systems and following our external audit securing ISO9001-2015 accreditation for the first time.

On behalf of the board of trustees I would like to thank everyone involved in supporting so many through their eating disorder recovery journey. Our thanks also go to our committed funders, commissioners, and partners for their ongoing support in these challenging times enabling First Steps ED to be there when you needed us.

Carolyn Gilby
Chair

FIRST STEPS ED

FINANCIAL STATEMENTS

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Our Strategic Priorities

Chief Executives Report - Our staff, volunteers and service users have continued to drive our coproduction approach to developing new services which during this annual report period has seen the charity continue to design and make available a range of new individual and group therapy services including a new Waiting Well initiative to respond to referral demands which meant adults receiving their initial assessment within 4 weeks of referral are able to access support straight away.

We were pleased to see a small number of NHS eating disorders services adopt this same initiative with one NHS Adult eating disorder service commissioning our own model for their patients whilst supporting their own growing patient waiting list.

Eating disorders and high body weight often co-occur, share many underlying factors, and may adversely affect emotional and physical health. Both can also be challenging to treat in clinical settings. However, disordered eating is frequently overlooked in overweight and obesity prevention and treatment efforts and eating disorders in people with larger bodies go underdiagnosed impacting the individual.

Obesity is the 4th risk factor for ill health and premature death in Europe and positioned as a lifestyle choice by evidence-based NHS and Public Health services in eat less and move more. As a direct result self-stigma and discriminatory practices have become considered acceptable in all strata of society. Currently there is no systematic approach to resourcing prevention or treatment and long-term pathways for NHS lifestyle or bariatric services which we are working to change this policy.

Food insecurity, access to, and nutritional food is a global problem, with 25% of the world population impacted by food insecurity, this is only becoming more acute following the cost of living and rise in food banks. Our service users told us that they would benefit from education and counselling in nutrition, so we set about creating a new 4-week support programme, 'Finding Peace with Food', and offering Nutrition Counselling, expanding our services with a team of qualified Nutritionists.

The relationship between food environment and disordered eating and the intersection with race/ethnicity, gender identity and sexual orientation or weight status in relation to disordered eating has continued to rise in all ages, and we set about designing new policies and services to address both eating disorders and high body weight in underrepresented groups including children as young as 5 years old impacted by Public Health policy and school healthy eating initiatives which appear to be increasing disordered eating and disorders in children and young people.

As we continue to invest and expand our digital services road map, we have continued to partner with digital healthcare experts and proud to be part of the coproduction NHS project team to launch the first peer-reviewed eating disorder information app for individuals and parents/carers and a new eating disorder support app in partnership with a local NHS CAMHS ED service for 11- to 25-year-olds from their smart phones to access peer support and psychotherapy services.

Kevin Parkinson
Chief Executive

FIRST STEPS ED

FINANCIAL STATEMENTS

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About Us

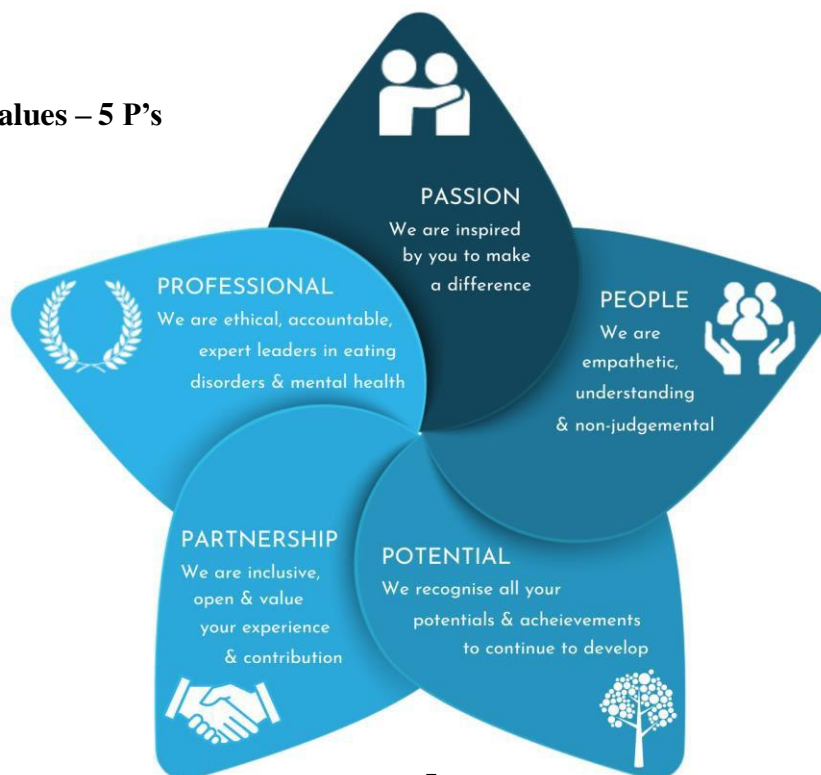
First Steps ED (FSED) has been at the forefront of improving the lives of people from all ages, genders and backgrounds impacted by eating disorders and high body weight since 2004 and has built a reputation as the Midlands Eating Disorder charity.

We are experts by experience, a person-centred, quality-assured, research-based organisation and a leading light working as an integrated partner in the health and education environments focused on patient-team partnership, for population management, with continuity of care, and prompt access to care, comprehensiveness and care coordination at our heart to ensure that the people who approach us for help, receive the care and support, and the real possibility that recovery is achievable and are no longer defined by their illness.

As an organisation we have a continuous service improvement culture and floor to board values led team of autonomous staff, volunteers and placement students curating service user led coproduction in eating disorders and obesity services.

Our building blocks have their foundation in engaged leadership, data-driven improvement, empanelment, and team-based care, with our service users underpinning our culture and behaviours with many becoming befrienders, volunteers, and future employees.

Our Core Values – 5 P's



FIRST STEPS ED

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Our Marketing and Communications Impact in 2021

[First Steps ED](#) was originally run by volunteers, and they always contribute very important roles in keeping the charity open and able to support people struggling with eating difficulties and disorders.

We believe that the opportunity to become a volunteer once a service user has recovered is very motivating and can help them keep on track within their own recovery journey which for some individuals with enduring and lifelong eating disorders becomes one of the strongest opportunities to enable them to thrive.

Our volunteering opportunities come in all forms and choices, from working alongside our trained staff delivering peer support groups, to facilitating workshops, and playing an active role in awareness raising, fundraising, and utilising their lived experience to co-deliver our accredited training to health and care professionals.

Our volunteers, befrienders, and student counsellors remain our most valued assets.

Communications and Social Media Performance

We recognise both the positives and negatives that social media brings into people's lives and have continued to develop both our virtual community and reach across England, the UK and further afield now enjoying strong collaborative communications with other non-profit and healthcare professionals working in the eating disorder community across the globe.

- [Facebook](#) 12,500 people reached per month, with over 3800 followers
- [Twitter](#) 24,000 impressions per month, with over 3650 followers.
- [Instagram](#) 13,000 people reached per month. With nearly 1900 followers
- [LinkedIn](#) 870 followers and growing professional community

A trusted digital platform

We know that people are leaving Facebook (Meta) and the platform is not considered the right place for many younger people who instead choose Instagram and TikTok so we have also moved that way, but our use of Facebook continues to be an important channel because the way we flow content and support resources remains successful with 70% more page visits every month which highlights what we are publishing for our followers they find the content useful to inform and learn.

Twitter has also grown our communications and marketing over the past year which has seen an increase of 50% more activity each month and many of the increased followers now promoting @FirstStepsED side by side with Beat the National Eating Disorders charity, or on its own as their recommended charity to gain access to support and trusted information. We have also grown more content creators through our 'New Faces, New Voices' anti-stigma campaigning to provide a platform for many others struggling and choosing to share their lived experience which is having an impact on breaking down barriers to access and reducing health inequalities.

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Patient, Public, Involvement and Engagement (PPIE) Committee

The involvement of service users and carers is vitally important in making sure our activities are relevant to our key stakeholder groups and all the people our organisation impacts.

Our Patient, Public Involvement and Engagement (PPIE) committee was created to ensure that our patients and the wider public are involved in the activities we undertake. Patients and the public bring a wealth of experience and provide valuable perspectives on the way that our services are designed and delivered.

Annual stakeholder survey

The PPIE committee have been busy reviewing the current annual stakeholder survey, making improvements, and ensuring its relevance for the current climate and all stakeholders.

Eating Disorders Awareness Week (EDAW) 2022

As you will have noticed from our social media campaigns, this year's Eating Disorder Awareness Week theme was Binge Eating Disorder (BED) and the PPIE team were busy creating content, gathering real-life testimonials from service users, making media appearances, writing blogs, and addressing the misconceptions associated with this condition. It was a terrific team effort, and we covered the theme with the sensitivity, seriousness yet hope for recovery that it deserves.

All Party Parliamentary Group (APPG) into Eating Disorders Research Funding

On behalf of the All Party Parliamentary Group (APPG) for Eating Disorders, we submitted written evidence to its inquiry into funding for eating disorders research. The APPG were keen to receive insights from our PPIE Committee to questions surrounding current research in the field of eating disorders and how we feel this can be improved. PPIE coordinated First Steps ED written response which will contribute towards the inquiry's findings and recommendations published in Spring 2021.

New National Eating Disorder Information APP

The PPIE Committee were delighted to be asked to offer and review content for a new Eating Disorder Information App to benefit those with disordered eating and disorders by developer Dr Knut of Expert Self Care, in partnership with Bristol University, Eating Disorders Health Integration Team (EDHIT) and other VCSE eating disorder charities. First Steps ED collaboration involves promoting the new app through NHS and Student Welfare networks published in Summer 2021.

Chapter contribution to 'The Practical Handbook of Eating Difficulties'

Our PPIE committee lead for communications joined forces with Antonia one of our staff to co-write a chapter titled: The role of peer support in helping people with eating disorders to recover. This prestigious practical handbook is comprised of contributions from mental health practitioners, psychologists, campaigners, academics and researchers and we were very proud to be able to produce a chapter for the new book published in Autumn 2021.

FIRST STEPS ED

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Investment in Staff and Service Developments

Most of our staff are postgraduate psychology and masters' students starting with the charity on placement with many choosing to specialise in eating disorders. As an accredited training provider, we invest in our colleagues to ensure they have access to a range of training opportunities, which includes, asperges and autism, trauma and self-harm and suicide prevention amongst many other mental health topics.

This year, we were fortunate to release 2 members of staff to complete the two-year Cognitive Behavioural Therapy – Enhanced (CBT-E) postgraduate degree with Professor Glenn Waller, Department of Psychology, Sheffield University. Funded by Health Education England, this positive step forward ensures that our adult and young people services can continue to adopt the practitioner knowledge and skills to deliver evidence-based counselling and psychotherapy for our service users.

Our Safeguarding Lead completed the Avoidant Restrictive Food Intake Disorder (ARFID) clinical training with Winchester University. This is a train the trainer approach to bring the learning and skills into the staff team following the increase in referrals and prevent onward signposting by the charity. ARFID is fast becoming one of the largest volumes of ED's presenting to NHS services and there's a growing body of evidence to suggest the link is with 'healthy eating' and neurological disorders including autism. Our plan is to launch an ARFID service in Spring 2022.

Quality Systems, Digital Services and Cyber Security

Alongside our digital projects working with healthcare and technology partners with the eating disorder information app and the eating disorder support app, we also completed a full procurement for our information technology and cyber security business requirements.

Following a successful independent audit in June we achieved ISO9001 accreditation for our Quality Management Systems, and in November we entered a new 5-year Information Technology Managed Service Provider contract with a ISO27001 partner who worked with our board and teams to develop a technology road map which will ensure the charity stays abreast of standards and regulation to protect our stakeholders personal information and data and our staff continue to work safely against the ever changing tactics and threats from cyber security.

Going Digital a paperless organisation

In 2020 we started the journey to become a paperless organisation and predating Covid19 also piloted digital face to face services to be able to offer video clinic and group video clinics which in the past year we fully realised.

We also realised our goals to become a digital first service which has increased access and created capacity for us to handle more cases and handle them better.

[Financial Times:- Give charities same help as small businesses to boost UK productivity, ministers urged.](#)

FIRST STEPS ED

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Performance and Service Impact <https://firststepsed.co.uk/how-to-get-help/>

Adult Services

At the end of March 2022 we have been supporting 126 adults with 12 to 24 counselling and psychotherapy sessions having delivered 1664 sessions.

We also supported an additional 136 adults who accessed our Befriending Service receiving weekly email or video support sessions from our Befrienders who provided 6039 sessions and a Social Return on Investment (SIRO) of £120,780.

Our Eating Disorders in Student Services (EDISS) was funded by the Office for Student (OfS) through an emergency Covid19 grant awarded by Student Space and covered the costs for providing counselling and befriending to over 300 students aged 18 to 25 years who were referred to our service from over 50 Universities in England and Wales by their Student Wellbeing and Mental Health teams delivering 1,800 counselling sessions.

We utilised our National Lottery Grant to fund our EDISS Peer Support Group which delivered 49 groups and was attended by 414 students making this weekly group our second most attended weekly Recovery Self-help Group.

- Our Adult Service team supported 562 adults and delivered over 9,601 support sessions

New Binge Eating Disorder Initiative – 4 Week Workshop

We have been receiving a high number of referrals regarding binge eating disorder and following service user feedback expressing that they feel restriction and purging takes priority during support sessions our staff coproduced a new 4-week Binge Eating Disorder Workshop for Young People and Adults ages 15 years +.

The workshop is delivered virtually over Microsoft Team delivering 30 minutes for social peer support following each psychoeducation workshop.

New Finding Peace with Food (Nutrition) – 4 Week Workshop

Developed in the autumn of 2021, our workshop is offered to our Adults following receiving counselling and psychotherapy who may need education on nutrition as part of their longer-term recovery journey. Service Users can elect to self-fund this service at the beginning of their care plan with some Service Users under other eating disorders services also choosing to attend as this provision is not widely available.

New Individual Therapy – Nutrition Counselling

Developed alongside our Nutrition workshops, following service user feedback we have invested in our resources and now employ qualified and accredited nutritionists many with a dual qualification in eating disorders. This service continues to be positive for adults who have received IAPT, CBT or therapy previously and currently chose not to access this type of support but are seeking education and support in nutrition.

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Body Image and Perception

In response to analysis of the range of data collected by the charity it was apparent that weight stigma and anxiety around Body Image and Perception has continued to increase since the March 2020 pandemic and the charity decided to create new resources in the form of an e-intervention iCBT and to make it available for anyone through our digital resources.

[https://firststepsed.co.uk/resources/body-image-and-perception/Understanding Body Image:](https://firststepsed.co.uk/resources/body-image-and-perception/Understanding%20Body%20Image)

In this series of resources, we explain exactly what body image is and how it can affect the way we think, feel, and behave. We will also explore where our struggles with body image might come from, and how we can begin to create a kinder relationship with our bodies.

You won't find any eating disorder labels, stereotypes or criteria here. No matter who you are, and regardless of whether you have an eating disorder diagnosis, this resource has been designed for you.

[Part One - The Basics](#)

Here, we'll define body image and equip you with some key facts, statistics, and the science behind it.

[Part Two - The Causes and Consequences](#)

This is where we'll delve a little deeper and discuss how the media, weight stigma, trauma, childhood (and much more!) can influence our body image.

[Part Three - Support and Self Care](#)

Finally, we'll suggest therapies, techniques, resources, and recovery guides that could help you.

“Great resource to help gain a better understanding of what lies behind body image and the challenges associated with eating disorders/difficulties. Sure, this will be useful for staff in schools”. #PSHE #Wellbeing. Chelsea Community NHS Hospital School.

“So pleased to see this resource – I have worked in specialist obesity services for over 10 years and have never seen a dedicated resource for body image”.

“This will support so many people! Thank you for making it @FirstSteps ED”. British Dietitians Association (BDA) Obesity Specialist Group (BDAOSG)”.

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Our eating disorder peer support is available to 5 to 17 years and delivers 10 sessions over 8 weeks with a follow up after one month and three months. Children and Young People (CYP) are also offered the opportunity to attend our four-week psychoeducation ‘Wellbeing Workshop’ programme and join our CYP assembly where they work alongside our staff team in coproduction against our continuous service improvements.

- 348 Children and Young People received 899 one to one support sessions

Due to the ongoing anxiety resulting from social isolation CYP’s referred to our services has increased by 73% with more CYP struggling with their body image and relationship with food. Our NHS CAMHS eating disorders colleagues have continued to work closely through our multi-disciplinary team approach stepping NHS patients down into our services allowing them to discharge effectively to provide CYP with continuity of care.

Where we are commissioned by the NHS for mild to moderate eating disorders services, we flow monthly data to the NHS Digital Mental Health Service Data Set (MHSDS) and complete the annual Data Protection Security Toolkit (DPST).

Our team also attended 20 school workshops delivering our body image 40-minute awareness raising sessions which was attended by 850 pupils in the past 12 months.

<https://firststepsed.co.uk/training/mental-health-workshops-in-schools/>

Skills for Carers, New Maudsley Method, Parent support programme

<https://firststepsed.co.uk/how-to-get-help/skills-for-carers/>

We have continued to deliver our four-week Skills for Carers programme for parents, carers, and older siblings with 69 carers completing the 4-week workshop programme. These workshops are full of practical tips, real life scenarios and case studies and are designed to help carers develop self-reflective care giving skills to role model confidence, compassion, and courage on how to experiment with changing their own behaviour so they can be more helpful to their loved one.

Throughout the workshops, carers receive our research informed information and training on supporting their loved one from Professor Janet Treasure’s Skills-based Learning for Caring for a Loved One with an eating disorder: The New Maudsley Method, for becoming a ‘Change Coach’ for your loved one.

Annually our parent assembly provides feedback to the emerging evidence for parent/family support and what support they need in their critical care giving roles.

12 parents contributed to research this year [The experiential perspectives of parents caring for a loved one with a restrictive eating disorder in the UK](#)

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NHS VCSE Eating Disorders Partnership

Integrated Community Service (ICS) Pathway

We work as part of a multidisciplinary NHS VCSE team with NHS Derbyshire Adult Community Eating Disorder Service (ACEDS) and Children and Young People (CYP-CEDS) which offers treatment to patients from inpatient and outpatient settings diagnosed with Severe and Enduring Eating Disorders (SEED).

Established in 2010, our Integrated Community Support team works under the NHS Care Programme Approach and attends multi-disciplinary team (MDT) meetings, and through the range of different outreach locations where we work, regularly talk to multi-agency teams (MAT), which includes social care staff and teachers.

This enables us to provide targeted intensive practical support in the community thus enabling people to access support and progress towards recovery.

Our joint service provides home and community supportive interventions from a variety of options agreed by the NHS Care Coordinator and may include for inpatients, supporting paediatric nurses during ward meal times, and being part of discharge plans, provide social activities, for example going to the cinema or for a walk, confidence building (person centred), food shopping, preparing meals, supported eating at home or in public, volunteering all focused on maintaining weight restoration and reducing social isolation to move back into full time education or employment.

Helping Patients, Parents and Families

Proven to help people suffering with severe and enduring eating disorders to get better and stay better through sub-clinical one-to-one support to regain life skills enabling them to thrive in their interests and passions.

Stepped Care Approach to Treating Eating Disorders

We ensure that our stepped care approach is effective for step-up and step-down appropriate to our person-centred approach.

Step up: If our staff feel it is appropriate to step-up a service user into NHS specialist eating disorder services, our embedded pathway enables us to respond effectively.

Step down: Our NHS partners also effectively step-down patients as part of their discharge planning process. This ensures that anyone coming to First Steps ED receives safe and effective professional support appropriate to their eating disorders requirements.

Where an individual comes to us for support where we may not have an established NHS pathway in place, with consent we will always work with the individuals General Practitioner (GP) requesting medical monitoring is put in place locally to ensure that we can continue to provide safe care whilst they access our services.

FIRST STEPS ED

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Skills for Professionals, accredited eating disorder training

<https://firststepsed.co.uk/training/skills-for-eating-disorder-support/>

We continued to deliver our accredited Continued Professional Development (CPD) training for professionals which was attended by 600 via Microsoft Teams which meant that we were able to reach many more professionals which we targeted at those from the Childrens and Young People sectors including teachers and tutors.

We also delivered 12 half day or full day seminars to undergraduate students studying nursing, and for the first time we also delivered our eating disorders training to paramedic students at Staffordshire University.

Each delegate having attended our training are asked to complete our online evaluation form after each of the 90-minute CPD training sessions to provide feedback and to also receive their CPD certificates of attendance.

Delegates attending one of the training subject sessions are encouraged to consider attending more of the other CPD training sessions to receive a richer education and insight to the latest evidence-based approach to eating disorders, treatments, and referral pathways.

We were also proud that the culmination of our four year partnership with our academic partners at University of Nottingham and Kings College London was recognised in the December 2021, Times Higher Education Award, where our Boys and Men Eating Disorder research project and new training which was previously accredited by the Royal College of General Practitioners and adopted by the Royal College of Nursing and Royal College of Psychiatry, received the Research Project of the Year in the Health Humanities category.

<https://firststepsed.co.uk/hungry-for-words-scoops-top-award-from-times-higher-education/>

308 health care professionals who attended our training can demonstrate an increased ability to correctly recognise signs and symptoms of eating disorders.

292 teachers and lecturers can demonstrate their ability to recognise the signs of an eating disorder and know where to signpost/refer children and young people to.

6 experts by experience have been recruited to our accredited eating disorder training team where they use their lived experience to enhance our Continued Professional Development training delivered to professionals.

We also recruited, inducted, and trained 36 volunteer psychology and psychotherapist undergraduate students on placement in our adult counselling service to create capacity to meet the growing demand for adults seeking early intervention and support services from our eating disorder charity.

We recruited 4 placement students into our workforce in the past 12 months.

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YEAR ENDED 31 MARCH 2022

Recovery Self-help Groups

A range of activities and support.

We always have a variety of topics in our support groups, and we always aim to make them fun and stress free. Service users of all ages have access to our comprehensive weekly Recovery Self-help programme a range of age appropriate and presenting conditions weekly workshops attended face to face or virtually and co-produced with service users who elect the psychoeducation topic schedule.

Longer term attendees are encouraged to lead activities which builds their confidence and often leads to develop further interest in volunteering for First Steps.

Our Group Guidelines include

Respect people's differences and opinions – you all struggle with different issues and are here for different reasons. Please do not discuss diets, weight, calories, exercise, or any other triggering topics. Please do not expect a miracle cure- we cannot tell you what to do but can support you to find your own answers. Groups are not just for anyone struggling with body image, disordered eating or an eating disorder, but are open to anyone with an underlying general mental health condition.

Weekly Recovery Self-help Groups (not available Bank Holidays)

- Waiting Well Clinic 16+ mild to moderate
- Waiting Well Young People 14+ mild to moderate
- Eating Disorders In Student Services (EDISS) 18+ University Students
- Finding Peace with Food (Nutrition) 4 week workshops
- Body Image and Perception 4 week workshops
- Binge Eating Disorder (BED) 4 week workshops
- Kundalini Yoga 16+ moderate and enduring service users (bi-weekly)

Family and Partner including Older Siblings Workshops

- Maudsley Collaborative Skills for Carers 4 week workshops hosted monthly

Self-help Guidebooks

In addition, First Steps ED has developed a [Digital Hub](#) providing practical advice and open access for our service users to download useful Self-help Guidebooks, and digital CBT sheets as part of their care plan which they can use when in peer support and counselling sessions with their eating disorder practitioner and therapist.

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YEAR ENDED 31 MARCH 2022

About our Work with Eating Disorders

A major challenge in improving treatment outcomes is to close the ‘treatment gap’.

Many people with a clinical diagnosis with anorexia nervosa and a large majority with bulimia nervosa and binge eating disorder (BED) delay seeking care for a decade or longer.

Many factors contribute to this problem, but important issues are low levels of health literacy, help-seeking for weight loss management rather than the eating disorder, stigma, shame and poor affordability and access to evidence-based psychological therapies.

Prevention initiatives, clinician awareness and professions working in support roles often have limited literacy in these conditions and the growth in social media and stigma often creates the environment and isolation where young people and adults are unable to seek support due to inadequate identification of the diverse spectrum of eating disorders.

The prevalence of eating disorders is higher in women and in young people. However, Binge Eating Disorder is more common in men, and a growing understanding of Body Dysmorphic, Compulsive Exercise and Steroid Abuse is becoming more recognised in all genders.

All problems may be more prevalent across socioeconomic groups than previously thought and risk minimisation can be achieved with improved literacy, reduced body idealisation and promoting a positive and healthy relationship with weight and eating.

Evidence-based therapies delivered by an eating disorders-informed professional are preferred by people with eating disorders. In addition to specific psychological therapy, treatment needs to address important nutritional, physical and mental health co-morbidities and thus is ideally from a multi-disciplinary team.

About how we spent our funds

Restricted Funds

Derbyshire Healthcare NHS Foundation Trust funding is spent on our staff costs towards coordinating our NHS VCSE Integrated Community Support (ICS) Service team focused on hospital admission avoidance, discharge planning and recovery.

Children in Need funding is spent on additional staff costs towards coordinating our services for People under the age of 17 years and our weekly groups, body image awareness workshops, our steering groups and volunteering opportunities. Each year over 250 children and young people benefit from this project and report an increased knowledge and ability to manage their eating disorder and mental health, report reduced feelings of isolation and felt less stigmatised about their mental health with positive improvements in self-confidence and self-esteem.

The National Lottery Community Fund and Awards For All is spent on additional staff costs towards coordinating our services for adults including befriending over the age of 18 years and to deliver our weekly groups, our highly regarded Skills for Carers programme workshops and provide bursaries to attend our accredited eating disorder training for professionals and students.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Our counselling and psychotherapy sessions are also funded to ensure that no adult in financial hardship is prevented from receiving support for their disordered eating or eating disorder. Each year over 350 adults will demonstrate the same benefits as with our Children in Need funding, and 125 families/carers will report an enhanced ability to support a loved one with their ongoing recovery journey in their home environments. This funding is also spent on a different cadre of volunteers and ambassadors covering costs for recruitment, induction, safeguarding, and ongoing training and development.

NHS Derby Derbyshire Clinical Commissioning Group funding is spent on our staff costs towards coordinating working with children, young people, and their families between the ages of 5 and 17 years old through our children and young people's peer support service and staff costs towards coordinating working with adults through our counselling service. These services support a minimum of 180 children and young people and 69 adults registered with a GP in Derby and Derbyshire.

NHS Leicester, Leicestershire and Rutland Clinical Commissioning Groups pilot funding is spent on our trailblazing eating disorder app partnership with [tellmi](#) with a focus on engaging 11 to 18 year old BAME and LGBTQ+ people and communities to improve access to early intervention and prevention healthcare services.

[Student Space](#), commissioned by Student Minds funding is spent on our staff costs towards coordinating working with students and staff at our Eating Disorders In Student Services (EDISS) accessed by 50 universities in England and Wales. The service covers 6 to 10 counselling sessions, weekly support groups, and psychoeducation workshops and training for mental health professionals.

Our Small Grant Funders including;

- Foundation Derbyshire
- Toyota Manufacturing UK Charitable Trust
- Erewash Voluntary Action
- Derby CVS

Enabled our charity services to extend the number of psychoeducation groups and workshops, parent and carer skills workshops, accredited eating disorders training for professionals, and our printed research informed guide books and self-help guides to reach many more individuals, families/carers and professionals in more locations across the East Midlands to ensure that we can bring our support and services to people close to home.

We are grateful to our commissioners, funders and supporters fundraising vital funds for the charity which year on year ensures our resources become more accessible to individuals, their families and multi-agency professionals seeking help and support for eating disorders and high body weight.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Reserves

The Trustee Board has resolved in its 2021/22 Reserves Policy to hold 9 months Designated Reserves for wind up costs and redundancy costs in the event of any requirement to close the operations of the organisation. This is a pragmatic policy due to the nature of the work carried out as any transfer of NHS commissioned services may take between 3 and 9 months to complete for receiving organisations.

Status and administration

Governing document

First Steps ED first registered as a charity in 2008 became a registered Charitable Incorporated Organisation (CIO), number 1185092 registered with the Charity Commission on 29 August 2019. The charity's governing document is a Foundation Model Constitution adopted on 29 September 2020 as amended on 01 December 2020. The charity's address is, Woburn House, Vernon Gate, Derby, DE1 1UL

Recruitment, induction, and training of trustees

The Charity undertakes, when the need arises, a skills audit to determine the requirements of the Trustee Board. If a skill shortage is identified, approaches are made to specific people identified as having these skills, where an appointment is sought a professional recruitment partner is engaged, for co-opted appointments regional and national professional networks are engaged.

Trustees are DBS checked and have Enhanced Disclosure. The Board evaluates training requirements annually and Trustees' have access to the Charity's eLearning Portal for statutory Continued Professional Development (CPD) training including Health and Safety; GDPR, Cyber Security; Safeguarding Adults and Safeguarding Childrens, plus 28 other training courses available to our staff and volunteers.

Risk management policy

The trustees examine the major risks that the charity faces each financial year when preparing and updating the strategic plan. The charity has developed systems to monitor and control these risks to mitigate any impact that they may have on the charity in the future.

During 2021 the Board of Trustees agreed to update our Quality Management Systems inclusive of our Governance and Risk, Quality and Customer, and Financial Management systems and processes and asked our staff to recommend a new Quality Management System which was ISO9001-2015 and British Association for Counselling and Psychotherapy (BACP) for our services.

- ISO9001-2015 started January 2020 with accreditation completed June 2021
- BACP Membership accreditation completed August 2021

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YEAR ENDED 31 MARCH 2022

Independent Examiner

Kevin Parkinson FCA of Derby Community Accountancy Service.

Registered office:
Woburn House
Vernon Gate
Derby
DE1 1UL

Signed on behalf of the Trustees

Carolyn Gilby

Trustee Chair

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

Independent Examiner's Report to the Trustees of First Steps ED

I report on the accounts of the charity for the year ended 31 March 2022 which are set out on pages 20 to 33

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 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:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

Date

FIRST STEPS ED

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED MARCH 31st 2022

		Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Income from:					
Donations	4	13,360	-	13,360	12,294
Charitable activities	5	3,000	521,802	524,802	508,766
Other income	6	34,769	-	34,769	20,526
Investment income	7	1,446	-	1,446	3,057
Total incoming resources		52,575	521,802	574,377	544,643
 Expenditure on:					
Raising funds		667	3,378	4,045	13,951
Charitable activities		-	603,200	603,200	612,879
Total resources expended	8	667	606,578	607,245	626,830
Net incoming/(outgoing) resources before transfers		51,908	(84,776)	(32,868)	(82,187)
Transfer between funds		(2,236)	2,236	-	-
Net incoming/(outgoing) resources for the year		49,672	(82,540)	(32,868)	(82,187)
Balances brought forward	3	303,471	142,354	445,825	528,012
Balances carried forward		353,143	59,814	412,957	445,825

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 22 to 33 form part of these financial statements.

FIRST STEPS ED

BALANCE SHEET

31 MARCH 2022

	Note	2022	2021
		£	£
Fixed assets			
Tangible assets		-	-
Current assets			
Cash at bank and in hand		430,515	521,322
Debtors	11	15,140	7,646
		445,655	528,968
Creditors: amounts falling due within one year	12	32,698	83,143
Net current assets		412,957	445,825
Total assets less current liabilities		412,957	445,825
Net assets/(liabilities)		412,957	445,825
		= =	=
Funds			
Restricted	13	59,814	142,354
General Reserves	13	158,810	109,138
Designated Funds	13	194,333	194,333
		.	.
TOTAL FUNDS		412,957	445,825
		= =	== =

The financial statements were approved by the members of the committee on the and signed on their behalf by:

C. Gilby
Chair

The notes on pages 22 to 33 form part of these financial statements.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charity information

First Steps ED is a registered charity and is a CIO. The charity's registered office is Woburn House, Vernon Gate, Derby. DE1 1UL. It became a registered charity on 29th August 2019. At the end of the year there were 7 Trustees

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the charity. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 March 2022 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3 Balances brought forward

The charitable association First Steps Derbyshire (Charity Registration Number 1121791) ceased to trade on 31st March 2021. The reserves it held at this date were transferred to the CIO, First Steps ED (Charity Registration Number 1185092) which became its opening balances.

4. Voluntary income

	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2022 £	Period to 31 Mar 2021 £
Donations	13,360	-	13,360	12,294
	<u>13,360</u>	<u>-</u>	<u>13,360</u>	<u>12,294</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

5. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2022 £	Period to 31 Mar 2021 £
Derbyshire Health Care NHS Foundation Trust (DCHFT)	-	129,533	129,533	86,333
The Big Lottery (Reaching Communities)	-	60,983	60,983	59,101
Children in Need	-	34,777	34,777	30,876
NHS Derby and Derbyshire CCG	-	131,392	131,392	64,604
Nottingham City CCG	-	-	-	111,436
Future in Mind	-	-	-	65,000
Lloyds Charitable Foundation	-	-	-	7,305
Foundation Derbyshire	-	2,000	2,000	9,521
Erewash Voluntary Action	-	1,500	1,500	-
Derbyshire County Council	-	8,600	8,600	10,000
DCHFT CAMHS ED	-	-	-	4,950
South Derbyshire CVS	-	-	-	2,500
Jones Foundation	-	-	-	5,000
Derbyshire County Council	-	-	-	2,000
HMRC Furlough Grant	-	16,425	16,425	50,140
Derby University	1,000	-	1,000	-
Toyota Charitable Trust	2,000	-	2,000	-
Community Action Derby	-	500	500	-
Thomas Farr Foundation	-	1,980	1,980	-
Loughborough University	-	15,552	15,552	-
NHS Midlands Partnership NHS Trust	-	3,800	3,800	-
Enterprise Development Fund	-	3,360	3,360	-
Student Minds	-	109,260	109,260	-
Nottingham University NHS Hospitals Trust	-	1,000	1,000	-
Nottinghamshire Healthcare NHS Trust	-	1,140	1,140	-
	3,000	521,802	524,802	508,766
	=	=	=	=

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

6 Sundry Income

	Year to 31 March 2022	Year to 31 March 2021
	£	£
Counselling income	27,556	15,273
Enterprise income	7,211	3,926
Sundry	2	1,327
	34,769	20,526
	=	=

7 Interest receivable

	Year to 31 March 2022	Year to 31 March 2021
	£	£
Bank interest receivable	1,446	3,057
	=====	=====
	=	=

8. Total resources expended

	Total Funds Year to 31 Mar 2022 £	Total Funds Year to 31 Mar 2021 £
Staff costs	443,677	365,803
Fees	90,640	110,694
Insurance	2,301	2,278
Rent & Room hire	36,161	41,643
Heat and Light	-	3,787
Stationery, printing, postage & Telephone	9,866	15,821
Refreshments costs	122	65
Refurbishment Equipment and Consumables	3,707	65,262
Travel & welfare	7,763	3,082
Training	8,963	4,444
Fundraising costs	4,045	13,951
	607,245	626,830

Expenditure on charitable activities was £603,200 (2021: £612,879) of which £603,200 was restricted (2021 £582,605)

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

9. Net (expenditure)/income

	Year to 31 Mar 2022	Year to 31 Mar 2021
	£	£
Independent examiner's Fees	1,250	1,000
	<u> </u>	<u> </u>

10. Trustees and key management personnel

During the year trustees did not receive remuneration for their roles as trustees

The key management personnel of the charity consist of the trustees, the Chief Executive Officer and other members of the senior management team. The total employment benefits of the key management personnel were £118,897 (2021: £120,474)

The aggregate payroll costs were:

	Year to 31 Mar 2022	Year to 31 Mar 2021
	£	£
Wages and salaries	392,921	320,791
National Insurance	28,528	22,975
Pension	22,228	22,037
	-	-
	443,677	365,803
	<u> </u>	<u> </u>

One employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	Year to 31 Mar 2022	Year to 31 Mar 2021
	No	No
Direct Charitable Staff (full time equivalent)	18	14
Administration	-	-
	<u> </u>	<u> </u>
	18	14
	<u> </u>	<u> </u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

11. Debtors:

	2022	2021
	£	£
Bank interest	808	1,053
Trade Debtors	5,302	
Prepayment		
Rent	9,030	6,593
	15,140	7,646
	=	=

12. Creditors:

	2022	2021
	£	£
Deferred Income		
NHS Derby and Derbyshire CCG	-	43,200
Derbyshire County Council	-	8,000
National Lottery Community Fund	20,866	20,220
Children in Need	5,342	5,248
Other creditors		
Sundry creditors	600	-
Salary costs	5,890	6,475
	32,698	83,143
	=	=

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

13. Statement of funds

	At 1 April 2021	Incoming £	Outgoing £	Transfers £	At 31 March 2022 £
General reserve	109,138	52,575	667	(2,236)	158,810
Designated Funds	194,333	-	-	-	194,333
Total unrestricted funds	<u>303,471</u>	<u>52,575</u>	<u>667</u>	<u>(2,236)</u>	<u>353,143</u>
Restricted Funds					
Derbyshire Healthcare NHS Foundation Trust (DCHFT)	38,321	86,333	122,532	-	2,122
Children in Need	35,227	34,777	64,968	-	5,036
National Lottery Community Fund	17,145	60,983	73,002	-	5,126
Comic Relief	120	-	112	(8)	-
NHS Derby and Derbyshire CCG	17,832	58,292	79,204	-	(3,080)
NHS Nottingham CCG	(1,008)	-	1,069	2,077	-
NHS South Derbyshire Future in Mind	13,696	-	-	(13,696)	-
Derbyshire County Council Training	7,000	8,600	15,606	6	-
NHS Derby and Derbyshire CCG CYP	-	73,100	66,618	13,696	20,178
Foundation Derbyshire Young Ideas	1,000	-	1,016	16	-
Derbyshire Healthcare NHS Foundation Trust (Winter Monies)	-	43,200	42,316	-	884
Foundation Derbyshire COVID-19	3,521	-	3,434	(87)	-
Erewash Voluntary Action	-	1,500	1,500	-	-
Jones Foundation	5,000	-	5,285	285	-
SDCVS Unity Trust	2,000	-	2,027	27	-
SDCVS	500	-	466	(34)	-
Derbyshire County Council	2,000	-	2,016	16	-
HMRC (Furlough)	-	16,425	16,425	-	-
Student Minds EDISS 2021	-	109,260	95,737	-	13,523
Foundation Derbyshire	-	2,000	1,965	(35)	-
NUH Trust	-	1,000	-	-	1,000
Loughborough University EDISS	-	15,552	10,807	-	4,745
Thomas Farr Foundation	-	1,980	-	-	1,980
Community Action Derby	-	500	473	(27)	-
Midlands Partnership NHS Trust	-	3,800	-	-	3,800
Notts Healthcare Small Grants	-	1,140	-	-	1,140
Enterprise Development Fund	-	3,360	-	-	3,360
Total restricted funds	<u>142,354</u>	<u>521,802</u>	<u>606,578</u>	<u>2,236</u>	<u>59,814</u>
Total funds	<u>445,825</u>	<u>574,377</u>	<u>607,245</u>	<u>-</u>	<u>412,957</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Restricted Funds

Derbyshire Healthcare NHS Foundation Trust funding is spent on our staff costs towards coordinating our NHS VCSE Integrated Community Support (ICS) Service team focused on hospital admission avoidance, discharge planning and recovery.

Children in Need funding is spent on additional staff costs towards coordinating our services for Children and Young People under the age of 17 years and our weekly groups, body image awareness workshops, our steering groups and volunteering opportunities. Each year over 250 children and young people benefit from this project and report an increased knowledge and ability to manage their eating disorder and mental health, report reduced feelings of isolation and felt less stigmatised about their mental health with positive improvements in self-confidence and self-esteem.

The National Lottery Community Fund and Awards For All is spent on additional staff costs towards coordinating our services for adults over the age of 18 years and to deliver our weekly groups, our highly regarded Skills for Carers programme workshops and our provide bursaries to attend our accredited eating disorder training for professionals and students. Our counselling and psychotherapy sessions are also funded to ensure that no adult in financial hardship is prevented from receiving support for their disordered eating or eating disorder. Each year over 350 adults will demonstrate the same benefits as with our Children in Need funding, and 125 families/carers will report an enhanced ability to support a loved one with their ongoing recovery journey in their home environments. This funding is also spent on a different cadre of volunteers and ambassadors covering costs for recruitment, induction and ongoing training and development.

NHS Derby Derbyshire Clinical Commissioning Group funding is spent on our staff costs towards coordinating working with children, young people and their families between the ages of 5 and 17 years old through our children and young people's peer support service and staff costs towards coordinating working with adults through our counselling service. These services support a minimum of 180 children and young people and 69 adults registered with a GP in Derby and Derbyshire.

NHS Nottingham City Clinical Commissioning Group funding is spent on our staff costs towards coordinating working with students and staff at our Eating Disorders In Student Services (EDISS) stakeholder sites covering University of Nottingham and Nottingham Trent University. The service covers 6 to 10 peer support or counselling sessions, weekly support groups, and psychoeducation workshops and training for professionals.

The Jones 1986 Charitable Trust funding was spent on our Maudsley Collaborative Skills four-week workshops to parents and carers. This funding covered delivering 5 separate programmes to 51 parents and carers attending 20 weekly sessions and recruiting 5 parent volunteers and covering the training costs of Mental Health Nurses to increase our training team from 1 to 3 workshop trainers.

Comic Relief (Children In Need) match funds our Children and Young Peoples weekly peer groups and psychoeducation workshops and covers staff costs in our service.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

South Derbyshire Future in Mind covered our Skills for Carers delivery costs which supports parents through our 4 week Maudsley Collaborative Skills programme.

Derbyshire County Council Training is a passthrough payment from Derby Derbyshire Clinical Commissioning Group to fund our accredited CPD Training to professionals working in Childrens and Young Peoples settings

Derby City Council £10000 Emergency Covid19 grant was not restricted and delivered 14,500 printed and couriered Coping with the Festive Season Guidebook provided to primary and secondary schools across Derby Derbyshire Nottingham Nottinghamshire and patients in East Midlands NHS eating disorders services.

Derbyshire County Council Public Health £2000 was the innovative Comedy for Coping 6 week psychoeducation workshop that directly support 20 young people between the ages of 14 and 25 years resident in Derbyshire

Our Small Grants and Funders including Foundation Derbyshire, South Derbyshire CVS, enabled our charity services to extend the number of psychoeducation groups and workshops, parent and carer skills workshops, accredited eating disorders training for professionals, and our printed research informed guide books and self-help guides to reach many more individuals, families/carers and professionals in more locations across Derby and Derbyshire to ensure that we can bring our support and services to people close to home.

The HMRC Job Retention Scheme money was spent supporting employment costs.

Enterprise Development Fund is to be allocated to the Obesity Programme covering April 2022 to March 2023

Notts Healthcare Small Grants is to be spent on staff group costs

Thomas Farr Foundation money is to be spent on self help groups staff costs

Student Minds EDISS funding was spent on staff service costs

Midlands Partnership money was to be spent on S4C staff groups

Erewash Voluntary Action money was to be spent on staff groups.

Derbyshire & City CCG (YP) funding was spent on staff costs to deliver our NHS commissioned children and young peoples mild to moderate eating disorder services to 5 to 17 years living in Derby and Derbyshire.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Derbyshire Healthcare NHS Foundation Trust (mental health funding (was was awarded as 2021 Winter Discharge funding uplift and covered the staff costs for Adults and Young People, 16 years plus living in Derby and Derbyshire to access additional counselling sessions and a series of weekly recovery self help workshops under the priorities of admission avoidance and patient safety.

Foundation Derbyshire (received April 6th 2021) grant awarded to enable people from Derbyshire who met our financial hardship criteria to be able to access funded four week psychoeducation programmes, which included Binge Eating Disorder workshops and Finding Peace with Food (Nutrition) workshops as part of their stepped care plan.

NUH Trust was awarded by the East Midlands Academic Health Science Network as a bursary to enable our Patient, Public, Involvement and Engagement Committee (PPIE) to create and coproduce an experts by experience BAME project and was spent on staff costs covering marketing and communications.

Loughborough University EDISS was spent on staff costs employed to deliver peer support for students at Loughborough University presenting with mild to moderate disordered eating and disorders. The contract also funded a number of weekly psychoeducation workshops specially for students in the academic environment.

Community Action Derby money was awarded to enable people from Derby City who met our financial hardship criteria to be able to access funded four week psychoeducation programmes, which included Binge Eating Disorder workshops and Finding Peace with Food (Nutrition) workshops as part of their stepped care plan.

Designated Funds

	£
Salary notice costs	119,402
Staff redundancy costs	17,695
Office Lease and Rates	21,236
Woburn House Return Costs (Fixtures and Fittings	15,000
On costs – HR and legal cost	21,000
	<u>194,333</u>
	=

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	158,810	158,810
Designated Funds	-	194,333	194,333
Restricted funds			
Derbyshire Health Care NHS Foundation Trust	-	2,122	2,122
Children in Need	-	5,036	5,036
National Lottery Community Fund	-	5,126	5,126
Derby City and Shires CCG	-	(3,080)	(3,080)
Derbyshire & City CCG (YP)	-	20,178	20,178
Derbyshire Healthcare NHS Foundation Trust (mental health)	-	884	884
Student Minds EDISS	-	13,523	13,523
NUH Trust	-	1,000	1,000
Loughborough University EDISS	-	4,745	4,745
Thomas Farr Foundation	-	1,980	1,980
Midlands Partnership	-	3,800	3,800
Notts Healthcare Small Grants	-	1,140	1,140
Enterprise Development Fund	-	3,360	3,360
	-----	-----	-----
	-	412,957	412,957
	=	=	=====

15. Related party transactions

The charity had no related party transactions that required disclosure

FIRST STEPS ED

England & Wales - Charity number 1185092

Accounts

FIRST STEPS ED

FINANCIAL STATEMENTS

FOR

31 MARCH 2021

Charity Number 1185092

FIRST STEPS

to understanding eating
disorders



For children and
their families,
young people, and
adults affected by
eating difficulties
and disorders

Our founding principles are based on the experiences of individuals who have had, are still living with, and have recovered from eating disorders and general mental health conditions.

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

The Board of Trustees

Carolyn Gilby - Chairperson
Danial Dark
Adrian Fleet
Kate Squires
Lisa Wilson
Heike Bartle
Emily Elson (Appointed 22nd December 2020)
Kelly Stevens (Appointed 1st April 2021)
Karen Jackson (Appointed 1st April 2021)
Sue McCready (Appointed 1st April 2021)

Patrons

Catherine Cleary MBE (Founder)
Dave Chawner
Frank Lord
Mark Thomas
Dr Anthony Natt
Dr Chris Gillespie

Advisors

Dr, Anthony Natt, General Practitioner (retired) Primary Care Networks
Dr. Chris Gillespie, Consultant Psychologist, Obesity and Diabetes Specialist
Dr. Emma Sharpe, Lecturer in Psychology and Research in Eating Disorder

Chief Executive Officer

Kevin Parkinson

Charity Address

Woburn House
Vernon Gate
Derby
DE1 1UL

Independent Examiner

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

The First Steps ED (FSED) board of trustees have pleasure in presenting their annual report and the unaudited financial statements of the Charitable Incorporated Organisation (CIO) for the year ended 31 March 2021.

Structure, governance, and management

Constitution

The principal object of the charity is to provide specialist services for people with eating disorders. This includes one to one peer support for children and young People (5 to 17 years) counselling and psychotherapy for adults (16 years +) and weekly support groups and psychoeducation for people of all ages, genders, and backgrounds, including parents/carers, alongside accredited professional training.

Objectives and activities

First Steps ED has been, and continues to be, developed by people who have lived experience of eating disorders and co-morbid mental health disorders, either personally or through caring for someone close to them. We provide subclinical early intervention and prevention services that compliments the NHS and Public Health in the community working closely in the health and education environments.

First Steps ED has been at the forefront of improving the lives of people of all ages impacted by mental health and eating disorders and since 2004 has built a reputation as the Midlands Eating Disorder Charity through our dedicated team of staff and volunteers many having a lived experience who are focused on bringing hope, opportunities, and choices that recovery is a real possibility and people are no longer defined by their illness.

As a registered charity, we have charitable objectives, which are:-

1. The relief of individuals of all ages (and their families) whose lives are affected by diagnosed and undiagnosed eating difficulties and disorders and other mental health issues by providing information, advice and support.
2. The preservation and protection of the physical and mental health of families and carers of those suffering from eating disorders and other mental health issues by providing information and support.
3. To advance education for the public benefit by providing training for carers, professionals, and the general public, of people suffering from eating disorders, and other mental health issues.

Summary of the main activities undertaken for the public benefit in relation to these objectives

In planning our activities for the year, we kept in mind the Charity Commissions guidance on public benefit at our trustee meetings. First Steps ED is open to all individuals irrespective of race, gender, or other personal circumstances, and we strive to make adjustments to support people where this is in our control.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

Governance and management

The management of the charity is the responsibility of the Trustees who are appointed and co-opted under the terms of the Charitable Incorporated Organisation (CIO) Constitution Foundation Model.

First Steps ED has a board of up to 12 Trustees'. The Board meets regularly and is responsible for the strategic direction, policy setting and appointment of its Chief Executive Officer. Trustees are required to sign a code of conduct and declare any conflicts of interest. The appointment of Trustees as Chair is reviewed every 3 years.

The skills represented by our existing Board of Trustees includes: retired NHS Director of Nursing and Operations Mental Health Trust; current Chief Executive NHS Community Services Provider; a Senior Quality Improvement Manager NHS Specialised Services, Acute Hospital Trust; the Head of Student Wellbeing and Mental Health, University Student Services and Safeguarding Lead; an Assistant Professor Health Humanities and reader in male eating disorders; the Head of Personal, Social, Health and Economic (PSHE) and Teacher in Religious Studies Multi-Academy Schools; a NHS Peer Support Lead Mental Health Trust; and a number of Senior Managers from private sector bringing skills including Marketing and Communications; Business Development, Innovation and Creative Team Building.

Trustees recognise it is essential that the Board and its Committees are diverse in terms of background, diversity, skills, and experiences to remain truly representative.

Review of the Year's developments and achievements

Chair's Report - This is my first year as Chair of the Board of Trustees and it has been quite a year!

April 2020 to March 2021 has been a difficult and challenging year for all and First Steps ED was no exception.

The board of trustees are incredibly proud of the way our staff and volunteers have responded and gone above and beyond, every day, to ensure that we were able to deliver services albeit in different ways and to so many more people from across the Midlands and much further afield. We are truly grateful for your dedication, innovation, and determination in what we acknowledge were very difficult circumstances. Thank You All.

On behalf of the board of trustees I would like to thank our CEO for his leadership and resilience throughout the year and in overseeing the move to our new premises at Woburn House.

Our thanks also go to our committed funders, commissioners and partners for their ongoing support in these challenging times enabling First Steps ED to be there when you needed us.

Carolyn Gilby, Chair

FIRST STEPS ED
FINANCIAL STATEMENTS
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About Us

First Steps ED (FSED) has been at the forefront of improving the lives of people from all ages, genders and backgrounds impacted by eating disorders and comorbid mental health and has built a reputation as the Midlands Eating Disorder charity.

We are experts by experience, a quality-assured, research-based organisation and a leading light working as an integrated partner in the health and education environments.

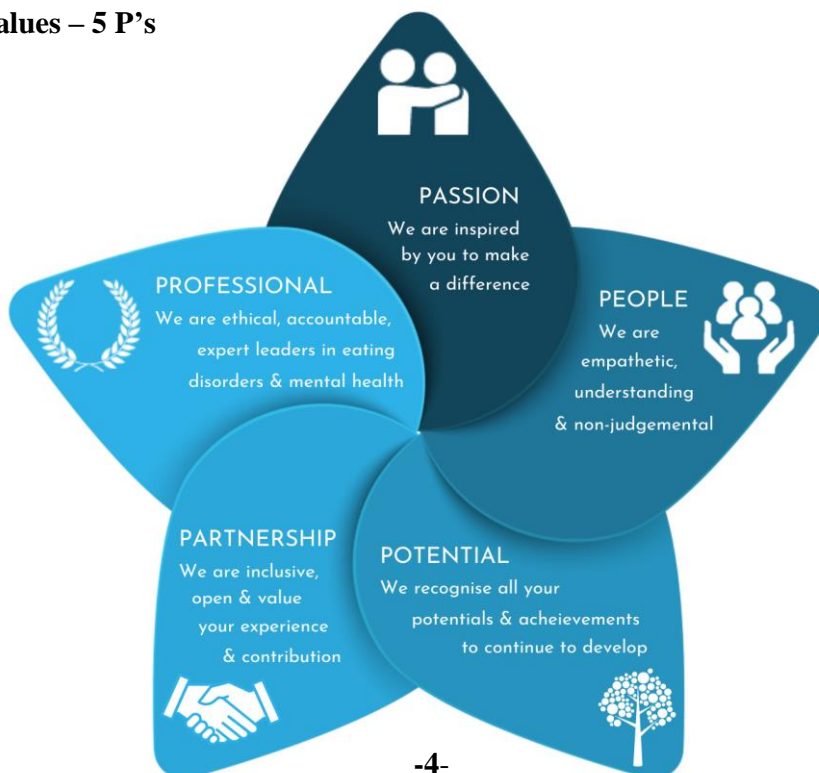
Founded in 2004 as the registered charity First Steps Derbyshire (FSD), in 2019 the name changed to First Steps ED alongside our updated constitution as a Charitable Incorporated Organisation retaining our values and mission to remain accessible for individuals and their families trusting us to bring hope, opportunities, and choices.

We are trailblazers in innovative service redesign, continuously benchmarking ourselves against the best eating disorders service models world-wide to ensure that the people who approach us for help, receive evidence-based care, support, and the real possibility that recovery is achievable and are no longer defined by their illness.

Our staff and resources work across a range of multi-disciplinary multi-agency pathways employing the NHS Care Programme Approach (CPA) as an integrated service provider. We are recognised by healthcare and education professionals as their skills and training provider on eating disorders and supported self-care.

Our service users and carers underpin our culture and behaviours with many becoming volunteers working side-by-side with our staff as befrienders to our stakeholders.

Our Core Values – 5 P’s



FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

Here's what we did in 2020 alone:

- Provided early intervention and prevention psychoeducation workshops to 24 schools and colleges reaching over 1330 students aged 3 to 18 years as part of our NHS Futures in Mind work funded this year by Foundation Derbyshire and Children in Need. We also delivered 2 five-week Body Image Workshops.
- Continued to expand our Eating Disorders in Student Services (EDISS) services on-campus with Nottingham Trent University, Nottingham University, Derby University, Loughborough University, Buxton and Leek College, Derby College and Nottingham College making EDISS available to over 183,535 students.
- Funded by Derby City Council, Covid19 Emergency Grant, our Patient, Public, Involvement, and Engagement (PPIE) Committee coproduced a 'How to Cope with the Festive Season Guidebook' printed and couriered to 13,400 primary and secondary school students with 400 additional copies handed to patients in all NHS East Midlands Mental Health Hospital Trusts before Christmas holidays.
- Our volunteers and befrienders contributed 9,293 hours of their time saving our commissioners £126,859 during the year on employment staff costs.

(based on £13.65 average hourly rate for Derby employers)

- Recruited and trained 125 new volunteers, befrienders and student placements and equates to 5.2 whole time equivalent (WTE) staff members.
- Delivered weekly Mental Health Training workshops between April and June attended by 2,390 people and between October and March funded by NHS Derby and Derbyshire Clinical Commissioning Group delivered our accredited Continued Professional Development (CPD) eating disorders training to 808 professionals working in Children and Young People services and settings.
- Delivered 5 four-week Collaborative Care, The New Maudsley Model Skills for Carers workshops with 51 parents/carers attending 20 sessions funded by The Jones 1986 Charitable Trust and recruited 5 parent/carer volunteers and trained 2 new Skills for Carers trainers increasing our Mental Health Nurse trainers to 3.
- Received an increase of 48% children and young people referrals (5 to 17 years) and 50% adult referrals (18 years plus) when compared to the same period last year (pre-Covid) with 475 new referrals received during January to March 2021 this represents a 178% increase against the same period in 2019/2020.
- Our Annual Stakeholder Survey available to our staff, volunteers, befrienders, trustees, and service users continued to support the charity's vision and mission, returned high satisfaction rates for having a voice and being heard and positively responded to the improvements made since the previous survey including the new opportunity to work and be supported from our new home, Woburn House.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

Our Social Impact in 2020

First Steps ED was originally run by volunteers, and they continue to play a very important role in keeping the charity open and able to support people struggling with eating difficulties and disorders.

We believe that the opportunity to become a volunteer once a service user has recovered is very motivating and can help them keep on track within their own recovery journey which for some individuals with enduring and lifelong eating disorders becomes one of the strongest opportunities to enable them to thrive.

Our volunteering opportunities come in all forms and choices, from working alongside our trained staff delivering peer support groups, to facilitating workshops, and playing an active role in awareness raising, fundraising, and utilising their lived experience to co-deliver our accredited training to health and care professionals.

Our volunteers, befrienders, and student counsellors remain our most valued assets.

Communications and Social Media Performance

We recognise both the positives and negatives that social media brings into people's lives and have continued to develop both our virtual community and reach across England, the UK and further afield now enjoying strong collaborative communications with other non-profit and healthcare professionals working in the eating disorder community across the globe.

- Facebook - 14,000 people reached per month, with over 3000 followers
- Twitter - 50,000 impressions per month, with over 3200 followers.
- Instagram - 10,000 people reached per month. With nearly 1400 followers
- LinkedIn – 627 followers and growing professional community

A big shift to digital

To meet the changing demand for services under lockdown and social distancing, our team introduced a number of new services and support initiatives available online to address any interruption caused to people's usual support networks.

More Accessible - moving to online platforms, our service users and peers could access more of our services and training opportunities. This has been beneficial to those out-of-area who would have previously struggled to attend in-house events.

Increased Opportunities - with more focus on our digital channels we have been able to find a new network of partners and collaborators. This has led to an increase in awareness of our services as well as additional creation and sharing of resources.

Social Media Campaigns - throughout the pandemic our online audience has been increasing month on month. We have been able to offer 24/7 support with self-care advice and resources available online, on our website and new Digital Hub services.

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Patient, Public, Involvement and Engagement (PPIE) Committee

The involvement of service users and carers is vitally important in making sure our activities are relevant to our key stakeholder groups and all the people our organisation impacts.

Our Patient, Public Involvement and Engagement (PPIE) committee was created to ensure that our patients and the wider public are involved in the activities we undertake. Patients and the public bring a wealth of experience and provide valuable perspectives on the way that our services are designed and delivered.

Annual stakeholder survey

The PPIE committee have been busy reviewing the current annual stakeholder survey, making improvements, and ensuring its relevance for the current climate and all stakeholders.

Eating Disorders Awareness Week (EDAW) 2021

As you will have noticed from our social media campaigns, this year's Eating Disorder Awareness Week theme was Binge Eating Disorder (BED) and the PPIE team were busy creating content, gathering real-life testimonials from service users, making media appearances, writing blogs, and addressing the misconceptions associated with this condition. It was a terrific team effort, and we covered the theme with the sensitivity, seriousness yet hope for recovery that it deserves.

All Party Parliamentary Group (APPG) into Eating Disorders Research Funding

On behalf of the All Party Parliamentary Group (APPG) for Eating Disorders, we submitted written evidence to its inquiry into funding for eating disorders research. The APPG were keen to receive insights from our PPIE Committee to questions surrounding current research in the field of eating disorders and how we feel this can be improved. PPIE coordinated First Steps ED written response which will contribute towards the inquiry's findings and recommendations to be published in Spring 2021.

New National Eating Disorder Information APP

The PPIE Committee were delighted to be asked to offer and review content for a new Eating Disorder Information App to benefit those with disordered eating and disorders by developer Dr Knut of Expert Self Care, in partnership with Bristol University, Eating Disorders Health Integration Team (EDHIT) and other VCSE eating disorder charities. First Steps ED collaboration involves promoting the new app through NHS and Student Welfare networks once published in Summer 2021.

Chapter contribution to 'The Practical Handbook of Eating Difficulties'

Our PPIE committee lead for communications joined forces with Antonia one of our staff to co-write a chapter titled: The role of peer support in helping people with eating disorders to recover. This prestigious practical handbook is comprised of contributions from mental health practitioners, psychologists, campaigners, academics and researchers and we were very proud to be able to produce a chapter for the new book due to be published in Autumn 2021.

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Eating Disorders in Student Services (EDISS)

Our unique Eating Disorders in Students Services (EDISS) delivered its 5th year, commissioned by NHS Nottingham City Clinical Commissioning Group providing confidential one-to-one support and advice to students and staff on-campus at the University of Nottingham and Nottingham Trent University. The Charity also continued to fund a pilot for students and staff at Loughborough University.

During the academic year, our EDISS team provided 173 students (122) Nottingham, (44) Loughborough and (6) other universities with our stepped care peer support (6 sessions) or counselling (10) sessions including access to our weekly Drop-In which was the most attended of our weekly Recovery Self-help groups during 2020/21.

We also funded new pilots to support 16 to 18 year old's students at Nottingham College, and continued to support Buxton and Leek, and Derby College students through our NHS Derby Derbyshire Clinical Commissioning Group contract funding.

EDISS is a multi-disciplinary team, embedded within university health practices, and communicate regularly with primary care, secondary care, university mental health teams and sometimes the parents of a student, to ensure that the support being received by the student is appropriate and evidenced based under NICE Guidelines.

Our EDISS team produced a new Impact Report covering the past year and 5 years of our NHS commissioned service. The report provided strong outcomes endorsements from university student services staff and GPs, case studies from student beneficiaries and by mapping our outcomes against NHS tariffs and waiting times standards we were able to demonstrate how EDISS saved the NHS;

- 20% mild to moderate students (48) requiring £220 average outpatient costs
- 17% moderate to severe students (10) requiring £71,500 average inpatient costs
- 3% severe students (9) requiring terminating their studies and full-time inpatient care, on a long-term basis, and associated costs to the student/family of student loans repayments and accommodation.

Estimated savings

9 students would terminate their studies and require inpatient treatment: £643,500. 10 students would require a day service (based on 3 days per week during term-time at £181 per day) £195,480, and a further 41 students would require outpatient treatment (average of 10 sessions/weeks per student at £220 per session): £90,200.

EDISS, Impact Review for one academic year (2020) Total saving: £929,180/

The University Mental Health Advisers Network (UMHAN) approached EDISS to deliver training session to its members to help practitioners spot the signs and understand how to engage with student presentations with disordered eating.

EDISS presented a short paper at the Eating Disorder International Conference (EDIC 2021) 'Transitions' the development and preliminary outcomes of a targeted eating disorder service for students with mild to moderate eating psychopathology.

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Befriending – Supported Self Care

Stumble, support and strength

Befriending is our multi-award winning 6-to-9-month weekly peer support recognised by NHS England's National Integrated Personal Commissioning Team where we match a service user with one of highly trained and supervised befrienders.

Whether it is a dad seeking support from another parent with lived experience whilst his child is receiving NHS outpatient or admitted to inpatient services, a partner seeking that assurance through our expert by experience coaching whilst they provide self-care to their life partner, or a young person who accepts that a weekly peer relationship will help to keep them focused on their own recovery whilst learning from someone who has been there themselves and can utilise that experience and apply similar strategies for staying focused on their care plan journey.

Befriending offers long term support that compliments and never conflicts with individuals who could be receiving NHS specialist inpatient or outpatient services.

In the past year, our network of befrienders has supported 193 befriender's where 7,725 weekly contacts have assisted supporting eating disorder recovery journey's.

Befriending is offered by a range of modalities including, **email** twice a week, **video clinic** at least once a week and **telephone or text** befriending which is popular for service users with sensory needs. You will agree a contract with your befriender who guarantees to respond to you on certain days and times each week for 6 to 9 months giving you confidence that no matter how many times you choose to keep in touch, your befriender will respond and keep in touch with you the same time every week.

Endorsed by the NHS National Integrated Personal Commissioning Team as a model that can be easily adopted by other mental health services as truly transforming lives.

Our befrienderes and their parents/ carers also agree with many following a sustained recovery in their eating disorder for over 2 years choosing to join our befriending team and give back to new service users and carers just starting out on their own journey to recovering from disordered and eating disorders.

Befrienderes receive a once or twice weekly online support contact matched to one of our compassionate Befrienders providing a 6-to-9-month peer led relationship with someone who understands and can provide a non-judgmental lived experience from their own sustained recovery experiences.

Befriending supervision and training

Our volunteers and ambassadors are our greatest asset alongside our dedicated staff and in the past year our Befriending team has delivered 600 supervision sessions and 11 training events to ensure that our Technology Enabled Care Services remain of high quality and safe for our Befrienderes and Befrienders.

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NHS VCSE Eating Disorders Partnership

Specialist Supportive Clinical Management (SSCM)

We work as part of a multidisciplinary NHS VCSE team with NHS Derbyshire Adult Community Eating Disorder Service (ACEDS) and Children and Young People (CYP-CEDS) which offers treatment to patients from inpatient and outpatient settings diagnosed with Severe and Enduring Eating Disorders (SEED).

Established in 2010, our Integrated Community Support team works under the NHS Care Programme Approach and attends multi-disciplinary team (MDT) meetings, and through the range of different outreach locations where we work, regularly talk to multi-agency teams (MAT), which includes social care staff and teachers.

This enables us to provide targeted intensive practical support in the community thus enabling people to access support and progress towards recovery.

Our joint service provides home and community supportive interventions from a variety of options agreed by the NHS Care Co-ordinator and may include for inpatients, supporting paediatric nurses during ward meal times, and being part of discharge plans, provide social activities, for example going to the cinema or for a walk, confidence building (person centred), food shopping, preparing meals, supported eating at home or in public, volunteering all focused on maintaining weight restoration and reducing social isolation to move back into full time education or employment.

Helping Patients, Parents and Families

Proven to help people suffering with severe and enduring eating disorders to get better and stay better through sub-clinical one-to-one support to regain life skills enabling them to thrive in their interests and passions.

Stepped Care Approach to Treating Eating Disorders

We ensure that our stepped care approach is effective for step-up and step-down appropriate to our person-centred approach.

Step up: If our staff feel it is appropriate to step-up a service user into NHS specialist eating disorder services, our embedded pathway enables us to respond effectively.

Step down: Our NHS partners also effectively step-down patients as part of their discharge planning process. This ensures that anyone coming to First Steps ED receives safe and effective professional support appropriate to their eating disorders requirements.

Where an individual comes to us for support where we may not have an established NHS pathway in place, with consent we will always work with the individuals General Practitioner (GP) requesting medical monitoring is put in place locally to ensure that we can continue to provide safe care whilst they access our services.

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Children and Young People Peer Support (5 to 17 year olds)

We've continued our valued work with children and young people throughout 2020, supporting 182 young people many of which self-referred or referred by their parent after visiting their GP or by professional referrals which continue to grow through our targeted communications and engagement initiatives across the Midlands region.

Within our Children and Young People (CYP) service, our Specialist Support Officers screen new referrals within 24 hours and offer a first appointment. Assessment and Treatment within 28 days or 7 days if deemed urgent.

We provide a one-to-one 10-week stepped care plan with 2 follow-up sessions, one and three months after the 6 to 8 peer support sessions which can be taken over 20 weeks for ages 5 to 17 years with 16 to 18 year olds also offered access to our Adult counselling service.

Each 45-minute session is designed to empower and motivate children and young people to overcome their struggles and take positive strides to improve their mental health, wellbeing and relationship with their body and food.

Our CYP Specialist Support Officers are dual trained in eating disorders and autism and follow our acclaimed, compassionate, assets, and self-actualisation care plan either face to face in our comfortable therapy rooms in Woburn House or with consent from schools and colleges on campus and mostly during lunch times so not to conflict with study times

Young people can also gain valuable life skills and work experience opportunities by becoming one of our valued volunteers with progression to become an ambassador and become involved in coproduction of our services and facilitate our weekly Recovery Self-help groups.

As a family-orientated service, we encourage the involvement of the family in the growing and repairing along the recovery journey together. By engaging in one of our bi-monthly Maudsley Collaborative Skills 4 week 'Skills for Carers' workshops, parents and older siblings, and partners can gain the skills, knowledge and confidence to support both themselves and their loved ones as active partners in recovery.

First Steps ED also works in partnership with other local services to help provide a variety of support options for children and their families receiving our support to gain access to other benefits and opportunities including access to skills training and qualifications and work experience and support into employment.

Children requiring support, and parents and carers providing support for children can access our services at no cost. As a charity, we are funded by the generosity of people whose contributions allow us to provide these services free of charge. Adults may contribute to ongoing support we provide when accessing our services to enable us to keep the services available for children free at the point of need.

FIRST STEPS ED
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YEAR ENDED 31 MARCH 2021

Adult Services - Counselling and Psychotherapy

At First Steps ED we employ experienced and qualified Counsellors and Psychotherapists each working against NHS and NICE standards alongside a cadre of trainee Counsellors on placements from our universities and colleges who work to BACP undergraduate training hours under our matched-funded low-cost services.

Daytime and evening appointments are available for a series of up to 12 sessions (reviewed after 6), for some clients our care plan may be extended to offer a series of up to 18 sessions (reviewed after 6 and 12 sessions). In some circumstances our service users gain better outcomes when their care plan is extended to 24 sessions.

During 2020 we directly supported 133 adults with 1,054 counselling sessions with 86 adults continuing with their 12, 18 or 24 weekly support sessions.

Person Centred Therapy (PCT)

Person Centred Therapy is a non-directive, humanistic approach. It works on the basis that individuals have a natural innate drive toward their own wellbeing, otherwise known as their self-actualising tendency. Our approach works to gain an understanding of the client's perspective and works with the reality being experienced in that moment. In doing so clients are given the freedom to explore their innermost thoughts in order to better understand their struggles.

Attachment Theory (AT)

As a behavioural system, this approach facilitates the individual to develop autonomy, trust, and knowledge to deal with any threats to the self that go together with the identity formation process. As such, the importance of the individuals early years and first relationship with their primary caregivers is explored in psychotherapy to see what impact they have on them in understanding and examining unprocessed feelings within these early relationships, and how they may be playing out in unhelpful ways in adulthood.

Cognitive Behavioural Therapy (CBT)

Cognitive Behavioural Therapy (CBT) is an evidenced-based practice that has been used for decades to treat mental health conditions and more recently eating disorders (CBT-E). Where directly commissioned by the NHS our service offers both short form CBT-E covering 20 sessions and long form providing 40 CBT-E sessions.

Typically an individual talks about issues and problems at hand and learns to identify negative patterns in thinking, emotions, and behaviours. The client and our psychotherapist builds therapeutic rapport and trust agreeing a joint treatment plan to progress forward together as the eating disorder care plan where the client will address and reduce negative behaviours that are associated with the eating disorder with the counsellor providing education and awareness to healthier eating, behaviours and cognitive processes.

FIRST STEPS ED
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Recovery Self-help Groups

A range of activities and support.

We always have a variety of topics in our support groups and we always aim to make them fun and stress free. Service users of all ages have access to our comprehensive weekly Recovery Self-help programme a range of age appropriate and presenting conditions weekly workshops attended face to face or virtually and co-produced with service users who elect the psychoeducation topic schedule.

Longer term attendees are encouraged to lead activities which builds their confidence and often leads to develop further interest in volunteering for First Steps.

Our Group Guidelines include

Respect people's differences and opinions – you all struggle with different issues and are here for different reasons. Please do not discuss diets, weight, calories, exercise, or any other triggering topics. Please do not expect a miracle cure- we cannot tell you what to do but can support you to find your own answers. Groups are not just for anyone struggling with body image, disordered eating or an eating disorder, but are open to anyone with an underlying general mental health condition.

Weekly Recovery Self-help Groups (not available Bank Holidays)

Monday Waiting Well Clinic 16+ mild to moderate (Covid 19 waiting lists response)

Tuesday Youth Club 14 to 17 mild to moderate accessing our Peer Support Service

Tuesday Eating Disorders In Student Services (EDISS) 18+ University Students

Thursday All Ages Group 16+ moderate and enduring accessing Adult Services

Thursday Kundalini Yoga 16+ moderate and enduring service users (bi-weekly)

Saturday Arts and Creative Therapy 16+ moderate and enduring service users

Family and Partner including Older Siblings Workshops

4 Week Maudsley Collaborative Skills for Carers workshops hosted bi-monthly

4 Week Nutrition and Mood workshops hosted alternate bi-monthly

Self-help Guidebooks

In addition, First Steps ED has developed a Digital Hub providing practical advice and open access for our service users to download useful Self-help Guidebooks, and digital CBT sheets as part of their care plan which they can use when in peer support and counselling sessions with their eating disorder practitioner and therapist.

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About our Work with Eating Disorders

A major challenge in improving treatment outcomes is to close the ‘treatment gap’.

Many people with a clinical diagnosis with anorexia nervosa and a large majority with bulimia nervosa and binge eating disorder (BED) delay seeking care for a decade or longer.

Many factors contribute to this problem, but important issues are low levels of health literacy, help-seeking for weight loss management rather than the eating disorder, stigma, shame and poor affordability and access to evidence-based psychological therapies.

Prevention initiatives, clinician awareness and professions working in support roles often have limited literacy in these conditions and the growth in social media and stigma often creates the environment and isolation where young people and adults are unable to seek support due to inadequate identification of the diverse spectrum of eating disorders.

The prevalence of eating disorders is higher in women and in young people. However, Binge Eating Disorder is more common in men, and a growing understanding of Body Dysmorphic, Compulsive Exercise and Steroid Abuse is becoming more recognised in all genders.

All problems may be more prevalent across socioeconomic groups than previously thought and risk minimisation can be achieved with improved literacy, reduced body idealisation and promoting a positive and healthy relationship with weight and eating.

Evidence-based therapies delivered by an eating disorders-informed professional are preferred by people with eating disorders. In addition to specific psychological therapy, treatment needs to address important nutritional, physical and mental health co-morbidities and thus is ideally from a multi-disciplinary team.

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FINANCIAL REVIEW

Reserves

The Trustee Board has resolved in its 2020/21 Reserves Policy to hold 9 months Designated Reserves for wind up costs and redundancy costs in the event of any requirement to close the operations of the organisation. This is a pragmatic policy due to the nature of the work carried out as any transfer of NHS commissioned services may take between 3 and 9 months to complete for receiving organisations.

Status and administration

Governing document

First Steps ED is a registered Charitable Incorporated Organisation (CIO), number 1185092 registered with the Charity Commission on 29 August 2019. The charity's governing document is a Foundation Model Constitution adopted on 29 September 2020 as amended on 01 December 2020. The charity's address is, Woburn House, Vernon Gate, Derby, DE1 1UL

Recruitment, induction, and training of trustees

The Charity undertakes, when the need arises, a skills audit to determine the requirements of the Trustee Board. If a skill shortage is identified, approaches are made to specific people identified as having these skills, where an appointment is sought a professional recruitment partner is engaged, for co-opted appointments regional and national professional networks are engaged.

Trustees are DBS checked and have Enhanced Disclosure. The Board evaluates training requirements annually and Trustees' have access to the Charity's eLearning Portal for statutory Continued Professional Development (CPD) training including Health and Safety; GDPR, Cyber Security; Safeguarding Adults and Safeguarding Childrens, plus 28 other training courses available to our staff and volunteers.

Risk management policy

The trustees examine the major risks that the charity faces each financial year when preparing and updating the strategic plan. The charity has developed systems to monitor and control these risks to mitigate any impact that they may have on the charity in the future.

During 2020 the Board of Trustees agreed to update our Quality Management Systems inclusive of our Governance and Risk, Quality and Customer, and Financial Management systems and processes and asked our staff to recommend a new Quality Management System which was ISO9001-2015 for Whole Organisation and British Association for Counselling and Psychotherapy (BACP) for our services.

- ISO9001-2015 started January 2020 with accreditation by July 2021
- BACP Membership accreditation to be completed by August 2021

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Independent Examiner

Kevin Parkinson FCA of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Woburn House
Vernon Gate
Derby
DE1 1UL

Signed on behalf of the Trustees

Carolyn Gilby

Trustee Chair

FIRST STEPS ED
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Independent Examiner's Report to the Trustees of First Steps ED

I report on the accounts of the charity for the year ended 31 March 2021 which are set out on pages 18 to 30.

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 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:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Kevin Parkinson FCA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

Date

FIRST STEPS ED

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED MARCH 31st 2021

		Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2021	Total Funds Year to 31 Mar 2020
	Note	£	£	£	£
Income from:					
Donations	4	12,294	-	12,294	-
Charitable activities	5	4,950	503,816	508,766	-
Other income	6	19,686	840	20,526	-
Investment income	7	3,057	-	3,057	-
Total incoming resources		39,987	504,656	544,643	-
 Expenditure on:					
Raising funds		-	13,951	13,951	-
Charitable activities		30,274	582,605	612,879	-
Total resources expended	8	30,274	596,556	626,830	-
Net incoming/(outgoing) resources before transfers		9,713	(91,900)	(82,187)	-
Transfer between funds		(367)	367	-	-
Net incoming/(outgoing) resources for the year		9,346	(91,533)	(82,187)	-
Balances brought forward	3	294,125	233,887	528,012	-
Balances carried forward		303,471	142,354	445,825	-

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 20 to 30 form part of these financial statements.

FIRST STEPS ED

BALANCE SHEET

31 MARCH 2021

	Note	2021	2020
		£	£
Fixed assets			
Tangible assets		-	-
Current assets			
Cash at bank and in hand		521,322	-
Debtors	11	7,646	-
		<u>528,968</u>	-
Creditors: amounts falling due within one year	12	<u>83,143</u>	-
Net current assets		445,825	-
Total assets less current liabilities		<u>445,825</u>	-
Net assets/(liabilities)		<u>445,825</u>	-
Funds			
Restricted	13	142,354	-
General Reserves	13	109,138	-
Designated Funds	13	194,333	-
TOTAL FUNDS		<u>445,825</u>	-

The financial statements were approved by the members of the committee on the and signed on their behalf by:

C. Gilby
Chair

The notes on pages 20 to 30 form part of these financial statements.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charity information

First Steps ED is a registered charity and is a CIO. The charity's registered office is Woburn House, Vernon Gate, Derby. DE1 1UL. It became a registered charity on 29th August 2019. At the end of the year there were 7 Trustees

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the charity. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These accounts for the year ended 31 March 2021 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discounts offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimated and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

3 Balances brought forward

The charitable association First Steps Derbyshire (Charity Registration Number 1121791) ceased to trade on 31st March 2021. The reserves it held at this date were transferred to the CIO, First Steps ED (Charity Registration Number 1185092) which became its opening balances.

4. Voluntary income

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2021	Period to 31 Mar 2020
	£	£	£	£
Donations	12,294	-	12,294	-
	12,294	-	12,294	-

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

5. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2021 £	Period to 31 Mar 2020 £
Derbyshire Health Care NHS Foundation Trust	-	86,333	86,333	-
The Big Lottery (Reaching Communities)	-	59,101	59,101	-
Children in Need	-	30,876	30,876	-
Henry Smith Foundation	-	-	-	-
Derby City and Derbyshire CCGS	-	64,604	64,604	-
Nottingham City CCG	-	111,436	111,436	-
Future in Mind	-	65,000	65,000	-
Lloyds Charitable Foundation	-	7,305	7,305	-
Foundation Derbyshire	-	9,521	9,521	-
Derby City Council	-	10,000	10,000	-
CAMHS	4,950	-	4,950	-
South Derbyshire CVS	-	2,500	2,500	-
Jones Foundation	-	5,000	5,000	-
Derbyshire County Council	-	2,000	2,000	-
HMRC Furlough Grant	-	50,140	50,140	-
	<u>4,950</u>	<u>503,816</u>	<u>508,766</u>	<u>-</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

6 Sundry Income

	Year to 31 March 2021 £	Year to 31 March 2020 £
Counselling income	15,273	-
Enterprise income	3,926	-
Sundry	1,327	-
	20,526	-

7 Interest receivable

	Year to 31 March 2021 £	Year to 31 March 2020 £
Bank interest receivable	3,057	-
	3,057	-

8. Total resources expended

	Total Funds Year to 31 Mar 2021 £	Total Funds Year to 31 Mar 2020 £
Staff costs	365,803	-
Fees	110,694	-
Insurance	2,278	-
Rent & Room hire	41,643	-
Heat and Light	3,787	-
Stationery, printing, postage & telephone	15,821	-
Refreshments costs	65	-
Refurbishment Equipment and consumables	65,262	-
Travel & welfare	3,082	-
Training	4,444	-
Fundraising costs	13,951	-
	626,830	-

Expenditure on charitable activities was £612,879 (2020: £0) of which £582,605 was restricted (2020 £0)

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

9. Net (expenditure)/income

	Year to 31 Mar 2021 £	Year to 31 Mar 2020 £
Independent examiner's Fees	<u>1,000</u>	<u>-</u>

10. Trustees and key management personnel

During the year trustees did not receive remuneration for their roles as trustees

The key management personnel of the charity consist of the trustees, the Chief Executive Officer and other members of the senior management team. The total employment benefits of the key management personnel were £120,474 (2020: £0)

The aggregate payroll costs were:

	Year to 31 Mar 2021 £	Period to 31 Mar 2020 £
Wages and salaries	317,514	-
National Insurance	22,975	-
Pension	25,314	-
	<u>365,803</u>	<u>-</u>

One employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the charity during the financial year amounted to:

	Year to 31 Mar 2021 No	Year to 31 Mar 2020 No
Direct Charitable Staff (full time equivalent)	14	-
Administration	-	-
	<u>14</u>	<u>-</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

11. Debtors:

	2021	2020
	£	£
Bank interest	1,053	-
Prepayment		
Rent	6,593	-
	<u>7,646</u>	<u>-</u>

12. Creditors:

	2021	2020
	£	£
Deferred Income		
Derby City and County CCGs	43,200	-
Derbyshire County Council	8,000	-
National Lottery Community Fund	20,220	-
Children in Need	5,248	-
Other creditors		
Salary costs	6,475	-
	<u>83,143</u>	<u>-</u>

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

13. Statement of funds

	At 1 April				At
	2020	Incoming	Outgoing	Transfers	31 March
		£	£	£	2021
					£
General reserve	294,125	39,987	30,274	(194,700)	109,138
Designated Funds	-	-	-	194,333	194,333
Total unrestricted funds	<u>294,125</u>	<u>39,987</u>	<u>30,274</u>	<u>(367)</u>	<u>303,471</u>
Restricted Funds					
Derbyshire Health Care NHS					
Foundation Trust	19,756	86,333	67,768	-	38,321
Children in Need	30,204	30,876	25,853	-	35,227
National Lottery Community Fund	38,196	59,941	80,992	-	17,145
Comic Relief	34,364	-	34,244	-	120
Derby City and Shires CCG	24,298	64,604	71,070	-	17,832
Henry Smith Foundation	952	-	952	-	-
Nottingham City CCG	16,767	111,436	129,211	-	(1,008)
South Derbyshire Future in Mind	31,148	65,000	82,452	-	13,696
Lloyds Bank Foundation	15,000	7,305	22,668	363	-
Derbyshire County Council Training	8,000	-	1,000	-	7,000
Waites Foundation	2,112	-	2,109	(3)	-
Foundation Derbyshire Rolls Royce	3,000	-	3,007	7	-
Foundation Derbyshire Young Ideas	1,000	-	-	-	1,000
Derbyshire. Voluntary Action	1,055	-	1,084	29	-
Awards for All	8,035	-	8,028	(7)	-
Derby City Council	-	10,000	9,978	(22)	-
Foundation Derbyshire COVID-19	-	9,521	6,000	-	3,521
Jones Foundation	-	5,000	-	-	5,000
SDCVS Unity Trust	-	2,000	-	-	2,000
SDCVS	-	500	-	-	500
Derbyshire County Council	-	2,000	-	-	2,000
HMRC (Furlough)	-	50,140	50,140	-	-
Total restricted funds	<u>233,887</u>	<u>504,656</u>	<u>596,556</u>	<u>367</u>	<u>142,354</u>
Total funds	<u>528,012</u>	<u>544,643</u>	<u>626,830</u>	<u>-</u>	<u>445,825</u>

Restricted Funds

Derbyshire Healthcare NHS Foundation Trust funding is spent on our staff costs towards coordinating our NHS VCSE Integrated Community Support (ICS) Service team focused on hospital admission avoidance, discharge planning and recovery.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Children in Need funding is spent on additional staff costs towards coordinating our services for Children and Young People under the age of 17 years and our weekly groups, body image awareness workshops, our steering groups and volunteering opportunities. Each year over 250 children and young people benefit from this project and report an increased knowledge and ability to manage their eating disorder and mental health, report reduced feelings of isolation and felt less stigmatised about their mental health with positive improvements in self-confidence and self-esteem.

The National Lottery Community Fund and Awards For All is spent on additional staff costs towards coordinating our services for adults over the age of 18 years and to deliver our weekly groups, our highly regarded Skills for Carers programme workshops and our provide bursaries to attend our accredited eating disorder training for professionals and students. Our counselling and psychotherapy sessions are also funded to ensure that no adult in financial hardship is prevented from receiving support for their disordered eating or eating disorder. Each year over 350 adults will demonstrate the same benefits as with our Children in Need funding, and 125 families/carers will report an enhanced ability to support a loved one with their ongoing recovery journey in their home environments. This funding is also spent on a different cadre of volunteers and ambassadors covering costs for recruitment, induction and ongoing training and development.

NHS Derby Derbyshire Clinical Commissioning Group funding is spent on our staff costs towards coordinating working with children, young people and their families between the ages of 5 and 17 years old through our children and young people's peer support service and staff costs towards coordinating working with adults through our counselling service. These services support a minimum of 180 children and young people and 69 adults registered with a GP in Derby and Derbyshire.

NHS Nottingham City Clinical Commissioning Group funding is spent on our staff costs towards coordinating working with students and staff at our Eating Disorders In Student Services (EDISS) stakeholder sites covering University of Nottingham and Nottingham Trent University. The service covers 6 to 10 peer support or counselling sessions, weekly support groups, and psychoeducation workshops and training for professionals.

The Henry Smith Foundation and Lloyds Bank Foundation funding was spent on staff costs towards coordinating and expanding the online befriending service, increasing the recruitment, induction, training, and DBS spending on increasing our Befriending network. This funding was also spent on our Covid19 Emergency response and covered capital costs including purchasing a new leased line and fibre broadband connection at Woburn House and covering annual licence costs for our encrypted video clinic platform.

The Jones 1986 Charitable Trust funding was spent on our Maudsley Collaborative Skills four-week workshops to parents and carers. This funding covered delivering 5 separate programmes to 51 parents and carers attending 20 weekly sessions and recruiting 5 parent volunteers and covering the training costs of Mental Health Nurses to increase our training team from 1 to 3 workshop trainers.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Comic Relief (Children In Need) match funds our Children and Young Peoples weekly peer groups and psychoeducation workshops and covers staff costs in our service.

South Derbyshire Future in Mind covered our Skills for Carers delivery costs which supports parents through our 4 week Maudsley Collaborative Skills programme.

Derbyshire County Council Training is a passthrough payment from Derby Derbyshire Clinical Commissioning Group to fund our accredited CPD Training to professionals working in Childrens and Young Peoples settings

Waites Foundation was completed in 2019/20 and the grant was invested in our waiting time standard project enabling us to reduce this from over 6 months down to 12 weeks and also extend our counselling service down to people age 16 and 17 years old.

Derbyshire. Voluntary Action was spent on staff costs who deliver our weekly support programme, a selection of 5 weekly groups available to our service users outside of their direct one-to-one peer support or counselling sessions.

Derby City Council £10000 Emergency Covid19 grant was not restricted and delivered 14,500 printed and couriered Coping with the Festive Season Guidebook provided to primary and secondary schools across Derby Derbyshire Nottingham Nottinghamshire and patients in East Midlands NHS eating disorders services.

Foundation Derbyshire COVID-19 was not restricted and directly supported adults in financial hardship not able to fund our low cost counselling and psychotherapy service and covered the licence cost for an increase utilisation of our encrypted video clinical platform, Visconn.

Derbyshire County Council Public Health £2000 was the innovative Comedy for Coping 6 week psychoeducation workshop that directly support 20 young people between the ages of 14 and 25 years resident in Derbyshire

Our Small Grants and Funders including Foundation Derbyshire, South Derbyshire CVS, Erewash Voluntary Action enabled our charity services to extend the number of psychoeducation groups and workshops, parent and carer skills workshops, accredited eating disorders training for professionals, and our printed research informed guide books and self-help guides to reach many more individuals, families/carers and professionals in more locations across Derby and Derbyshire to ensure that we can bring our support and services to people close to home.

FIRST STEPS ED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Designated Funds

	£
Salary notice costs	119,402
Staff redundancy costs	17,695
Office Lease and Rates	21,236
Woburn House Return Costs (Fixtures and Fittings)	15,000
On costs – HR and legal cost	21,000
	<u>194,333</u>

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	109,138	109,138
Designated Funds	-	194,333	194,333
Restricted funds			
Derbyshire Health Care NHS Foundation Trust	-	38,321	38,321
Children in Need	-	35,227	35,227
National Lottery Community Fund	-	17,145	17,145
Comic Relief	-	120	120
Derby City and Shires CCG	-	17,832	17,832
Nottingham City CCG	-	(1,008)	(1,008)
South Derbyshire Future in Mind	-	13,696	13,696
Derbyshire County Council Training Foundation	-	7,000	7,000
Derbyshire Young Ideas Foundation	-	1,000	1,000
Derbyshire COVID-19 Foundation	-	3,521	3,521
Jones Foundation	-	5,000	5,000
SDCVS Unity Trust	-	2,000	2,000
SDCVS	-	500	500
Derbyshire County Council	-	2,000	2,000
	<u>-</u>	<u>142,354</u>	<u>142,354</u>

15. Related party transactions

The charity had no related party transactions that required disclosure