

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

Contents	Page
Members of the board and professional adviser	1
Trustees' annual report	2-16
Independent examiners report	17
Statement of financial activities	18
Balance Sheet	19
Notes to the financial statements	20-30

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

YEAR ENDED 31 MARCH 2021

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.

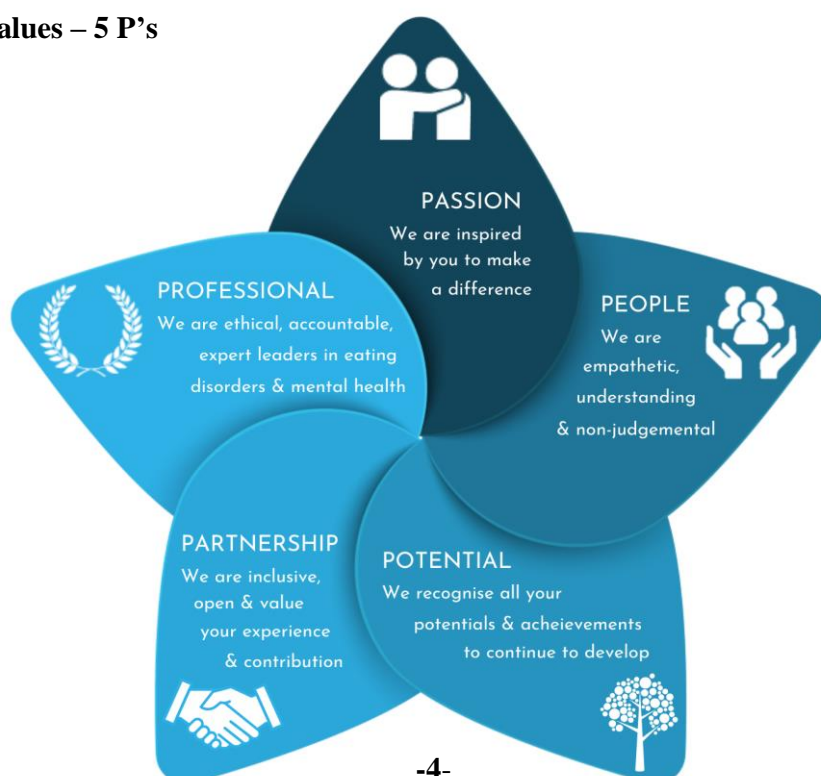
Founded in 2004 as the registered charity First Steps Derbyshire (FSD), in 2019 the name changed to First Steps ED alongside our updated constitution as a Charitable Incorporated Organisation retaining our values and mission to remain accessible for individuals and their families trusting us to bring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

FIRST STEPS ED

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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
FINANCIAL STATEMENTS
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
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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.

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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

FIRST STEPS ED
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021

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		<u>39,987</u>	<u>504,656</u>	<u>544,643</u>	<u>-</u>
<u>Expenditure on:</u>					
Raising funds		-	13,951	13,951	-
Charitable activities		30,274	582,605	612,879	-
Total resources expended	8	<u>30,274</u>	<u>596,556</u>	<u>626,830</u>	<u>-</u>
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		<u>303,471</u>	<u>142,354</u>	<u>445,825</u>	<u>-</u>

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	<u>194,333</u>	-
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 are 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 within 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	-
	<u>12,294</u>	<u>-</u>	<u>12,294</u>	<u>-</u>

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	-
	<u>20,526</u>	<u>-</u>

7 Interest receivable

	Year to 31 March 2021 £	Year to 31 March 2020 £
Bank interest receivable	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	-
	<u>626,830</u>	<u>-</u>

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	<u>25,314</u>	<u>-</u>
	<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 2020	Incoming £	Outgoing £	Transfers £	At 31 March 2021 £
General reserve	294,125	39,987	30,274	(194,700)	109,138
Designated Funds	-	-	-	194,333	194,333
Total unrestricted funds	294,125	39,987	30,274	(367)	303,471
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	233,887	504,656	596,556	367	142,354
Total funds	528,012	544,643	626,830	-	445,825

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	-	7,000	7,000
Foundation Derbyshire Young Ideas	-	1,000	1,000
Foundation Derbyshire COVID-19	-	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