

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.

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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

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Independent Examiner

Kevin Parkinson FCA

Derby Community Accountancy Service

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

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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.

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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

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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

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About Us

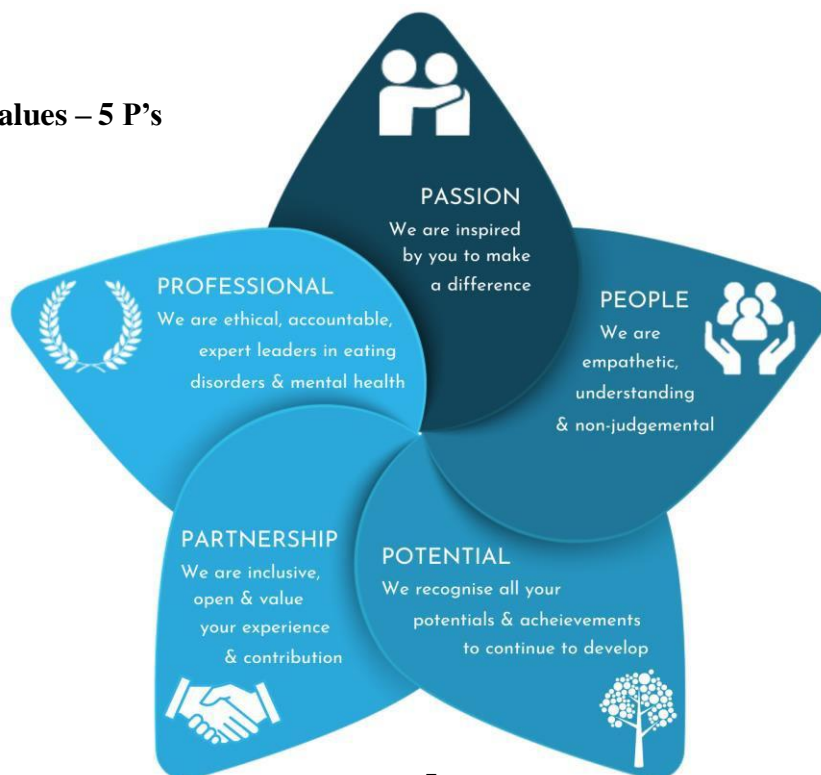
First Steps ED (FSED) has been at the forefront of improving the lives of people from all ages, genders and backgrounds impacted by eating disorders and high body weight since 2004 and has built a reputation as the Midlands Eating Disorder charity.

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



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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.

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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.](#)

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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.

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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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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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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.

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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

FIRST STEPS ED
FINANCIAL STATEMENTS
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
	Note	£	£	£	£
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		<u>52,575</u>	<u>521,802</u>	<u>574,377</u>	<u>544,643</u>
<u>Expenditure on:</u>					
Raising funds		667	3,378	4,045	13,951
Charitable activities		-	603,200	603,200	612,879
Total resources expended	8	<u>667</u>	<u>606,578</u>	<u>607,245</u>	<u>626,830</u>
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		<u>353,143</u>	<u>59,814</u>	<u>412,957</u>	<u>445,825</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 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 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 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
	<u>34,769</u>	<u>20,526</u>
	=	=

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
	<u>607,245</u>	<u>626,830</u>

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	-	-
	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	303,471	52,575	667	(2,236)	353,143
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	142,354	521,802	606,578	2,236	59,814
Total funds	445,825	574,377	607,245	-	412,957

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