

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

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

FIRST STEPS

to understanding eating disorders



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

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

FIRST STEPS ED

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FIRST STEPS ED

CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

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

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

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

Karen Louise Jackson, Chair

FIRST STEPS ED

CHIEF EXECUTIVE OFFICE REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

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

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

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

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

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

Kevin Parkinson, Chief Executive Officer

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

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

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

OBJECTIVES AND ACTIVITIES

Objectives and activities

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

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

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

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

Public benefit

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

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

Governance and management

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

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

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

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

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

About Us

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

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

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

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

Our Core Values – 5 P's



Here's what we did in 2023/24

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

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

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

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

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

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

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

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

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

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

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

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

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

FINANCIAL REVIEW

Strategic Plan

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

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

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

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

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

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

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

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Charitable Aims, Public Benefit and Provision of Services

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

We will do this by:

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

Delivering services where people live

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

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

The Evidence Base

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

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

Recovery as a process rather than an endpoint

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

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

Reserves policy

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

Recruitment, induction and training of trustees

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

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

Risk management

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

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1185092

Principal address

Woburn House
Vernon Gate
DERBY
DE1 1UL

Trustees

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

Patrons

C Cleary MBE (Founder)

Chief Executive Officer

K Parkinson

Auditors

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

FIRST STEPS ED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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


STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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

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

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

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


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

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

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

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

Our responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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


Other matters which we are required to address

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

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

Use of our report

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



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

Date: 2 December 2024

FIRST STEPS ED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

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

The notes form part of these financial statements

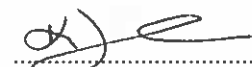
FIRST STEPS ED

BALANCE SHEET

31 MARCH 2024

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

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



K L Jackson - Trustee - Chair

The notes form part of these financial statements

FIRST STEPS ED

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

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

The notes form part of these financial statements

FIRST STEPS ED

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

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

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

2. ANALYSIS OF CHANGES IN NET FUNDS

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

The notes form part of these financial statements

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

1. STATUTORY INFORMATION

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

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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

Going concern

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

Significant judgements and estimates

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

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

Incoming resources

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

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

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

Expenditure

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

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

FIRST STEPS ED

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

2. ACCOUNTING POLICIES - continued

Debtors and creditors

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

Pension costs and other post-retirement benefits

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

Financial instruments

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

3. DONATIONS AND LEGACIES

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

4. INVESTMENT INCOME

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

5. INCOME FROM CHARITABLE ACTIVITIES

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

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

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

Other income relates to private counselling and sessional workshops.

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

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

FIRST STEPS ED

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

5. INCOME FROM CHARITABLE ACTIVITIES - continued

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

6. OTHER INCOME

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

7. RAISING FUNDS

Raising donations and legacies

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

8. CHARITABLE ACTIVITIES COSTS

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

FIRST STEPS ED

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

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

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

10. SUPPORT COSTS

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

11. AUDITORS' REMUNERATION

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

12. TRUSTEES' REMUNERATION AND BENEFITS

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

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

Trustees' expenses

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

FIRST STEPS ED

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

13. STAFF COSTS

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

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

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

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

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

FIRST STEPS ED

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

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

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

17. MOVEMENT IN FUNDS

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

FIRST STEPS ED

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

17. MOVEMENT IN FUNDS - continued

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

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

FIRST STEPS ED

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

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

FIRST STEPS ED

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

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

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

Restricted Funds

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

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

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

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

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

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

FIRST STEPS ED

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

17. MOVEMENT IN FUNDS - continued

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

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

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

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

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

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

Designation Funds

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

	421,699
	=====

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

Transfers between funds

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

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

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

18. RELATED PARTY DISCLOSURES

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

FIRST STEPS ED

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

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

This page does not form part of the statutory financial statements

FIRST STEPS ED

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

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

This page does not form part of the statutory financial statements