

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

England & Wales · Charity number 1189763

Details

Other names BRACKNELL RECOVERY COLLABORATIVE

Status Registered

Legal form CIO

Registered 2020-06-03

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

Contact

Address Involve Community Services
The Court House
Broadway
Bracknell
Berkshire
RG12 1AE

Phone 01344300333

Email reception@steppingstonesrecovery.co.uk

Website steppingstonesrecovery.co.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE IN THE BRACKNELL FOREST AREA FROM BEING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY BY:1. PROVIDING EDUCATION, INFORMATION, ADVICE, TRAINING AND OTHER SUPPORT THAT ENCOURAGES AND ENABLES INDIVIDUALS TO RE-BUILD THEIR LIVES;2. PROVIDING RECREATIONAL FACILITIES AND OPPORTUNITIES TO IMPROVE THEIR CONDITIONS OF LIFE;3. PROVIDING A LOCAL NETWORK GROUP THAT ENCOURAGES AND ENABLES THOSE INDIVIDUALS TO PARTICIPATE MORE EFFECTIVELY WITHIN THE WIDER COMMUNITY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OF MORE OF THE FOLLOWING FACTORS: ILL HEALTH (PHYSICAL OR MENTAL); SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS; POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS); RELATIONSHIP AND FAMILY BREAKDOWN.

Activities: We offer free adult education to anyone aged 18 or older who is experiencing problems with their mental or emotional health and their supporters. Our workshops foster understanding of different conditions, uncover inner strengths and skills and show how to apply these to live a fulfilling life. We offer an additional specific programme of courses for 16 to 25 year olds.

Classification

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

Geography

- Bracknell Forest
- Reading
- Surrey
- Wokingham

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£264,717	£228,531	-	-
2023-12-31	£208,356	£201,978	-	-
2022-12-31	£237,900	£169,015	-	-
2021-12-31	£81,000	£68,557	-	-
2020-12-31	£0	£0	-	-

Trustees

Name	Role	Appointed
Dr Bernadette Fisher	Chair	2020-06-03
George Oliver Jonathan Story		2021-08-08
SIMON HUNTLY MUIR		2025-11-10
Sarah Elizabeth Gore		2020-06-03

Accounts

REGISTERED CHARITY NUMBER: 1189763

**Report of the Trustees and
Unaudited Financial Statements
for the Period Ended 31 December 2024
for
STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING
A Charitable Incorporated Organisation**

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Contents of Financial Statements

for the Period Ended 31 December 2024

Report of the Trustees	1 to 6
Independent Examiner's Report	7 to 8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11 to 15

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees

for the Period Ended 31 December 2024

The Trustees present their report with the financial statements of the charity for the period ended 31 December 2024. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1189763

Principal address

Involve Community Services

The Court House

Broadway

BRACKNELL

Berkshire

RG12 1AE

Trustees

Dr Bernadette Fisher – Chairperson - Appointed 3rd June 2020

George Story – Appointed 8th August 2021

Sarah Gore – Appointed 3rd June 2020

Deborah Workman – Appointed 30th November 2023

Catherine Wilkins – Appointed 10th April 2024

Independent Examiner

Rachel Eden

Holy Brook Associates

Curious Lounge, 1st Floor,

Pinnacle Building,

Tudor Road, Reading,

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees (continued)

for the Period Ended 31 December 2024

England,

RG1 1NH

Bankers

THE CO-OPERATIVE BANK PLC

CENTRAL CORPORATE BRANCH

P O Box 250,

WN8 6WT

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees (continued)

for the Period Ended 31 December 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING, is a charitable incorporated organisation (CIO), registered as a charity on June 3rd, 2021, charity number 1189763. The Charity is controlled by its governing document and the CIO Constitution. The Trustees who served the charity during the period were as follows:

Dr Bernadette Fisher – Chairperson: appointed 13/04/2020.

Sarah Gore – Trustee: appointed 15/04/2020

Catherine Wilkins: appointed 10th April 2024

George Story – Trustee: appointed 23/06/2021.

Deborah Workman - Trustee: appointed 30/11/2023.

Recruitment and appointment of new Directors and Trustees

The Constitution provides for a minimum of 3 Trustees with no stated maximum. Where there is a requirement for new Trustees, these are identified and appointed by the existing Trustees for a term of 3 years by the passing of a resolution at a properly convened meeting of the Trustees. In selecting the new Trustees, the board must have regard for the skills, knowledge and experience needed from the individual in order to provide effective administration of the charity.

Any new Trustee will be provided, on or before their first appointment, with a copy of the previous period's annual report and accounts and a copy of the Charity Constitution.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal objective of the charity is to promote the positive health and wellbeing of all adults who live, work or study in the Bracknell Forest area. We offer free education to anyone aged 18 or more, who works, lives or studies in the Borough of Bracknell Forest and who is experiencing problems with their mental, physical, or emotional health and for those that support them. A co created, compassionate learning environment empowers individuals (students) through education about all aspects of wellbeing, highlighting their personal skills and strengths, building self-confidence, inspiring creativity, and unlocking

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees (continued)

for the Period Ended 31 December 2024

potential. Small group work also nurtures stronger peer support networks, reduced social isolation, and increases community connectivity.

Public benefit statement

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charities Commission Guidance on public benefit.

Stepping Stones Recovery College (SSRC) is committed to promoting and improving the mental, physical, and emotional wellbeing of all adults who live, work, or study in Bracknell Forest. We are a unique resource within the local community and the college provides an extensive range of free educational and creative courses and workshops within a safe, respectful, and compassionate learning environment. Our holistic and optimistic approach proactively empowers students to rediscover their strengths, build on their skills, and find renewed meaning and purpose, following any life challenge. By moving beyond traditional mental health frameworks, our aim is to inspire hope, personal growth, and long-term wellbeing, rather than just the management or alleviation of symptoms.

At the heart of our ethos is working together as equals and, in keeping with the traditional recovery college model, our way of working is to use collective problem solving, democratic decision-making and to provide free, open access to all our resources. Students, staff, facilitators, and volunteers all work together as equals, and we have learned that our in-person interactions in workshops and courses often activate natural peer support systems which can then be instrumental in helping many to overcome social anxieties and reconnect with their local community. Offering choice and building personal autonomy are central to the way we work, and students select for themselves the courses that most align with their needs, interests, and personal goals, thereby giving them a sense of ownership in their own recovery. Anonymous student feedback guides us in ensuring that we always maintain a welcoming, respectful, and safe space for everyone and provide the kinds of courses that will inspire hope and nurture personal growth.

In the last two years we have also been focusing on the specific needs and aspirations of young adults and following extensive in-depth research, we launched two new websites in 2024, specifically designed to support these. Our Young Adults website now outlines a new and varied programme of courses and workshops, designed to equip 16 to 25 years with the knowledge and practical skills to help them navigate their transition into adulthood and our ichooseme offers an interactive information hub where they, and anyone else, can easily search for and identify the kind of support that will meet their personal needs.

ACHIEVEMENT AND PERFORMANCE

In our third year of operation (September 2023 to July 2024), by the end of September 2024, SSRC had 961 online students and a further thirty registered as offline students, i.e. with no email access and/or address. The rate of new student intake has been steady since

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees (continued)

for the Period Ended 31 December 2024

we opened in September 2021, and we are now observing some possible seasonality in our registrations which have generally been lower in the spring terms and higher in the summer terms. We continue to monitor where new students originally hear about Stepping Stones and, in 2023/24, over half (56.5%) were signposted from various local, mental health services, a further quarter had heard of SSRC via word of mouth from friends, family, or carers and other key sources were Social Prescribers and the Job Centre. Maintaining and further building on our partnerships with these and many other local statutory, voluntary, and business partners will remain a priority for us in 2024/25.

The current student population of SSRC ranges in age from 18 to over 80 years of age and in the last three years, there has been a steady increase in male students who now comprise almost a third (27%). This is a significant increase on our first year (2021/22) when male students were less than a fifth (17%) of the total. Student representation from non-white and LGBTQ groups has also continued to increase and in 2023/24, 18% of SSRC students identified as having non-white ethnicities and 5% as transgender/nonbinary.

Over the last three years, our booking rate has averaged 84% of availability and across all terms, available spaces and bookings follow similar trends, with bookings generally reaching close to the maximum capacity, which suggests efficient utilisation of our resources. A very positive trend this past year has been a 68% increase in unique student participation rates each term or the number of different students who have booked onto a course. I.e. in 2022/23 just 34% of all SSRC registered students booked onto a course but this increased to 42% - of a substantially larger student population - in 2023/24. This suggests that SSRC is becoming more effective at engaging an even larger proportion of our expanding student body with courses and workshops that are perceived relevant and appealing.

At the end of each course and workshop, we ask for anonymous quantitative and open-ended feedback from students and in 2023/24, saw a significant increase in students giving the highest positive ratings for all dimensions of SSRC courses and their experience of them. More specifically, this has included students rating SSRC courses as 10/10 in terms of their helpfulness to their recovery, increasing knowledge and us providing somewhere that they feel safe, respected, included, and able to contribute. The creative arts and nature-focused courses have been notable for their popularity and for helping students relax, socialise, and engage with their surroundings, in a meaningful way while courses such as Foundations of Recovery and Depression and Low Mood seem to have resonated especially deeply with students who had struggled with mental health issues for extended periods. Encouragingly, over 99% of all course attendees in 2023/24 said they would recommend SSRC to others, an increase over the previous year's 98%.

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees (continued)

for the Period Ended 31 December 2024

COSTS AND FUNDING

In 2024, SSRC received £150,000 in annual funding from private donors and £40,000 from BF Public Health. Additionally, we secured an extra £62,797 in funding, most notably, £40,000 from BFC Public Health to support our Young Adults Programme and a further £22,797 from a range of sources. Over the past year, we have also received continued support from most of our parish councils and regular invitations to their meetings, to formally accept grants, has provided excellent opportunities to promote the college and expand our local partnerships. Based on our current annual budget of around £200,000 (per our most recent Charity Commission Annual Financial Report), our cost per registered student is just £200—a 32% reduction compared to last year. Nationally, recovery college costs per student average between £300 and £1,000 annually, with a median of £665. For the 399 students attending SSRC in 2023/24, the per-student cost is £501, still 25% below the national median of £665.

Approximately three-quarters of our annual budget is to meet staff and facilitator cost which aligns with other English recovery colleges and reflects our commitment to having professionals in mental health together with those with lived experience, involved in the design and delivery of courses. To provide a broader context, the cost of mental health services per adult in the UK has risen markedly in recent years, driven by growing demand and a shift toward more comprehensive support. In Bracknell Forest, annual spending on adult mental health services reached approximately £14.5 million for 2022-23, representing nearly one-third of the council's adult social care budget. Based on the conservative estimate that one in six adults faces mental health challenges, this equates to an annual per capita cost of at least £2,832 per person in Bracknell Forest. By comparison, even our most conservative per capita cost assumptions (£501) fall below 20% of this. Bearing in mind that our focus is on making sustained improvements in students' well-being and self-management skills, we are potentially providing a very efficacious and cost-effective route to achieving long-term reductions in our local mental health costs. Furthermore, by promoting greater self-awareness and resilience among those with undiagnosed mental health conditions, we may also be helping to minimise future statutory mental health service costs.

Overall, during this last year our very encouraging student attendance trends and course evaluations suggest that what SSRC offers is continuing effectively to support the recovery and wellbeing of an expanding student population. It also suggests that SSRCs current programme of courses seems well suited to local population needs and is being effective in addressing and alleviating both their short and longer-term needs.

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of Trustees (continued)

for the Period Ended 31 December 2024

FINANCIAL REVIEW

Financial Review

The charity held reserves of £122,886 at year end (2023 - £86,700). This was equivalent to around 7 months' worth of operating costs. The Trustees have determined that the Charity must hold a minimum level of liquid reserves equivalent to 5-6 months' worth of operating costs, as set out in our Financial Policy.

ON BEHALF OF THE BOARD

Bernadette Fisher: Trustee

Date: July 14th, 2025

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Independent Examiner's Report

for the Period Ended 31 December 2024

I report on the accounts of the charity for the period ended 31 December 2024 which are set out on pages 11 to 17.

Respective responsibilities of directors and examiner

The charity's directors are responsible for the preparation of the accounts. The charity's directors consider that an audit is not required for this Period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act.
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view", and the report is limited to those matters set out in the statement below.

Other matters

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with 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 (FRS102) issued on 16 July 2014 in preference to the Accounting and Reporting Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Independent Examiner's Report (continued)

for the Period Ended 31 December 2024

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Rachel Eden, FCMA
Holy Brook Associates
Curious Lounge, 1st Floor,
Pinnacle Building,
Tudor Road, Reading,
England,
RG1 1NH

DATE : 27th August 2025

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Financial Statements

for the Period Ended 31 December 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Grants and Donations	2	264,717	-	264,717	208,356
Total incoming resources		264,717	-	264,717	208,356
RESOURCES EXPENDED					
Costs of raising funds	3	6,651	-	6,651	6,843
Charitable activities	4	217,744	-	217,744	191,755
Legal and administrative costs	5	4,136	-	4,136	3,380
Total resources expended		228,531	-	228,531	201,978
NET INCOME		36,186	-	36,186	6,378
RECONCILIATION OF FUNDS					
Total funds brought forward		86,700		86,700	80,326
TOTAL FUNDS CARRIED FORWARD		122,886		122,886	86,700

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Financial Statements

for the Period Ended 31 December 2024

		Unrestricted Funds	Restricted funds	2024 Total funds	2023 Total funds
	Notes	£	£	£	£
Tangible assets	6	133	-	133	920
CURRENT ASSETS					
Cash in bank and in hand		128,077		128,077	90,549
Prepayments		-	-		-
		128,077		128,077	90,549
CREDITORS					
Amounts falling due within one year	7	5,324	-	5,324	4,768
NET CURRENT ASSETS		122,753		122,753	85,780
TOTAL ASSETS LESS CURRENT LIABILITIES		122,886	-	122,886	86,700
NET ASSETS	8	122,886	-	122,886	86,700
FUNDS					
Restricted funds	9	-	-		-
Unrestricted funds		122,886	-	122,886	86,700
		122,886	-	122,886	86,700
TOTAL FUNDS				122,886	86,700

The financial statements were approved by the Board of Trustees on 14th July 2025 and were signed on its behalf by:

Bernadette Fisher -Trustee

July 14th, 2025

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to Accounts

for the Period Ended 31 December 2024

1. ACCOUNTING POLICIES continued

Fund accounting

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

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.

2. DONATION AND LEGACIES

	2024	2023
	£	£
Donations	25,335	2,856
Grant	239,382	205,500
	<u>264,717</u>	<u>208,356</u>

3. COST OF RAISING FUNDS

	2024	2023
	£	£
Promotion and public relations costs	6,651	6,843
	<u>6,651</u>	<u>6,843</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to Accounts (continued)

for the Period Ended 31 December 2024

4. CHARITABLE ACTIVITIES

	2024	2023
	£	£
Cost of services	63,946	89,426
Cleaning	1,835	2,923
Consulting	1,772	3,546
Depreciation Expense	786	1,489
Entertainment	50	-
Equipment less than £100	-	80
General Expenses	-	-
Interest paid	-	102
Insurance	1,798	1,806
IT Software and Consumables	3,786	346
Office costs (rent and utilities)	8,816	9,150
Pensions Costs	1,812	1,009
Printing & Stationery (and postage)	384	636
Repairs & Maintenance	24	1,101
Salaries	124,369	76,975
Staff Training	3,319	1,487
Subscriptions	-	-
Telephone & Internet	1,651	1,531
Travel - National	3,396	3,147
	<u>217,744</u>	<u>191,755</u>

5. LEGAL AND ADMINISTRATIVE COSTS

	2024	2023
	£	£
Accountancy and payroll	3,752	3,020
Independent examiner's fee	384	360
	<u>4,136</u>	<u>3,380</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to accounts (continued)

for the Period Ended 31 December 2024

6. TANGIBLE FIXED ASSETS

	Computer Equipment	Total 2024	Total 2023
	£	£	£
COST			
At 31 December 2023	4,468		4,468
Additions	-		-
At 31 December 2024	<u>4,468</u>		<u>4,468</u>
DEPRECIATION			
At 31 December 2023	(4,335)	(3,548)	(2,509)
Charge for the Period	<u>(1,489)</u>	<u>(1,489)</u>	<u>(1,489)</u>
At 31 December 2024	<u>(5,037)</u>	<u>(5,037)</u>	<u>(3,548)</u>
NET BOOK VALUE			
At 31 December 2023	920	920	2,409
AT 31 December 2024	<u>133</u>	<u>133</u>	<u>920</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE PERIOD

	2024	2023
	£	£
Accruals	1203	936
Payroll related creditors	4052	2,161
Accounts payable	<u>69</u>	<u>1,671</u>
	<u>5324</u>	<u>4,768</u>

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricte d Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	£	£	£	£
Fixed Assets	133	-	133	920
Current Assets	<u>128,077</u>	-	128,077	<u>90,548</u>
Current liabilities	<u>(5,324)</u>	-	(5,324)	<u>(4,768)</u>
	<u>122,886</u>	-	122,886	<u>86,700</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to accounts (continued)

for the Period Ended 31 December 2024

9. MOVEMENT IN FUNDS

	Net Movements in funds £	Transfers between funds £	At 31.12.2024 £	At 31.12.2023 £
Unrestricted funds				
General fund	35,251	-	122,886	86,700
TOTAL FUNDS		-	122,886	86,700

10. RELATED PARTY TRANSACTIONS

The charity received grants and donations totalling £77,801 from related parties (trustees and close relatives) for the period ended 31 December 2024 (2023 – £150,000). None of these transactions had conditions attached.

11. ULTIMATE CONTROLLING PARTY

The Board of Trustees are considered to be the ultimate controlling party.

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 December 2024 (2023 – none).

13. EMPLOYEE REMUNERATION

	2024 £	2023 £
Salaries	124,368	77,776
National Insurance	-	-
Employers Pension	1,812	1,009
Total	126,180	78,785

The average number of employees in 2024 was 10 (2023 – 10). No employee was paid total remuneration in excess of £60,000 (2023 – none)

Accounts

REGISTERED CHARITY NUMBER: 1189763

**Report of the Trustees and
Unaudited Financial Statements
for the Period Ended 31 December 2023
for
STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING
A Charitable Incorporated Organisation (CIO)**

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

**Contents of the Financial Statements
for the Period Ended 31 December 2023**

	Page
Report of the Trustees	1 to 6
Independent Examiner's Report	7 to 8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11 to 15

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2023

The Trustees present their report with the financial statements of the charity for the period ended 31 December 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1189763

Principal address

Involve Community Services

The Court House

Broadway

BRACKNELL

Berkshire

RG12 1AE

Trustees

Dr Bernadette Fisher – Chairperson - Appointed 3rd June 2020

George Story – Appointed 8th August 2021

Sarah Gore – Appointed 3rd June 2020

Christopher Fisher- Retired 31st December 2023

Deborah Workman – Appointed 30th November 2023

Catherine Wilkins – Appointed 10th April 2024

Independent Examiner

Rachel Eden

Holy Brook Associates

Curious Lounge, 1st Floor,

Pinnacle Building,

Tudor Road, Reading,

England,

RG1 1NH

Bankers

THE CO-OPERATIVE BANK PLC

CENTRAL CORPORATE BRANCH

P O Box 250,

WN8 6WT

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING, is a charitable incorporated organisation (CIO), registered as a charity on June 3rd, 2021, charity number 1189763. The Charity is controlled by its governing document and the CIO Constitution. The Trustees who served the charity during the period were as follows:

Dr Bernadette Fisher – Chairperson: appointed 13/04/2020.

Sarah Gore – Trustee: appointed 15/04/2020

Christopher Fisher: Trustee: appointed 15/04/2020 retired 31st December 2023

George Story – Trustee: appointed 23/06/2021.

Deborah Workman - Trustee: appointed 30/11/2023.

Recruitment and appointment of new Directors and Trustees

The Constitution provides for a minimum of 3 Trustees with no stated maximum. Where there is a requirement for new Trustees these are identified and appointed by the existing Trustees for a term of 3 years by the passing of a resolution at a properly convened meeting of the Trustees. In selecting the new Trustees, the board must have regard for the skills, knowledge and experience needed from the individual in order to provide effective administration of the charity.

Any new Trustee will be provided, on or before their first appointment, with a copy of the previous period's annual report and accounts and a copy of the Charity Constitution.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal objective of the charity is to promote the positive health and wellbeing of all adults who live, work or study in the Bracknell Forest area. We offer free education to anyone aged 18 or more, who works, lives or studies in the Borough of Bracknell Forest and who is experiencing problems with their mental, physical, or emotional health and for those that support them. A co created, compassionate learning environment empowers individuals (students) through education about all aspects of wellbeing, highlighting their personal skills and strengths, building self-confidence, inspiring creativity, and unlocking

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2023

potential. Small group work also nurtures stronger peer support networks, reduced social isolation, and increases community connectivity.

Public benefit statement

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charities Commission Guidance on public benefit.

Stepping Stones Recovery College (SSRC) is dedicated to promoting the mental, physical, and emotional well-being of all adults who live, work or study in the borough of Bracknell Forest. SSRC is unique in the local community in providing a wide selection of free creative and educational courses and workshops in a safe, respectful, and compassionate learning environment. We offer a holistic, recovery-oriented approach that empowers students to rediscover themselves, find renewed meaning and purpose and build self-confidence, following any life challenge. Moving beyond traditional mental health models, we focus on personal growth rather than just symptom management. This broad based, educational approach nurtures greater self-awareness and especially the identification of inherent personal skills and strengths which may have become lost during periods of ill health.

At the heart of our ethos is working together as equals and, in keeping with the recovery college model, our way of working is to use collective problem solving, democratic decision-making and to provide free, open access to all our resources. Students, staff, facilitators, and volunteers therefore all work together, and we have learned that these in-person interactions can be highly effective for helping many to overcome social anxieties and for activating and sustaining natural peer support systems. Every term, we provide over 200 free workshop sessions, covering 45 - 50 different subjects and these are encapsulated within pathways for understanding mental health and specific conditions, key elements in the recovery process, practical ways to improve health and wellbeing, developing better life skills and unlocking creative potential. Anonymous student feedback highlights the importance of the college in providing a welcoming, respectful, and safe space for learning and personal growth. As an independent Charitable Incorporated Organisation (CIO), we also collaborate closely with all local statutory and voluntary services in order to increase our effectiveness and build lasting, collaborative partnerships.

ACHIEVEMENT AND PERFORMANCE

In our second year of operation (September, 2022 to July, 2023), 353 new students registered with SSRC, representing a 10% increase over the previous year's 320 registrations. By the end of 2023, we had over 750 students registered, and our monthly registration rate more than doubled in the last two months of the year. Given our increasing student population, a priority for 2024 will be to identify find more efficient and cost-

effective ways to administer and manage course enrolment equitably. During 2023 we also witnessed an increase in male and non-binary students, making our demographic profile more representative of the wider, local population. New students are signposted from a variety of local statutory and voluntary organisations, with almost half being recommended by one of the BFC statutory mental health services. A further third of students heard of SSRC via word of mouth from friends, family, or carers with social prescribers and the Job Centre also featuring as other significant signposting sources. As we continue to remain somewhat Bracknell town centric, in the coming years we will explore different ways to actively engage with local communities and ideally, begin co-create with them some new ideas for what we might offer them in the future.

Each term we introduce new courses and workshops and routinely ask for qualitative and quantitative feedback from all students and over 80% have continued consistently to rate our courses and workshops as 'very useful' to their recovery. Verbatim comments also describe their experiences as 'inspiring' 'educational,' 'useful' and 'informative.' Experienced facilitators lead most of our courses and student ratings for their work indicates exceptionally high levels of satisfaction with both content and delivery and over 98% of students say they would recommend our workshops and courses to others.

In the Borough of Bracknell Forest, we have continued proactively to build productive relationships with local companies and other organisations and now have over 150 local business contacts. In early 2023, we also participated in a BFC Public Health initiative to offer warm places for anyone worried about heating their homes and/or wishing to engage with their local community and we presented information about SSRC at six different local locations. In 2023, we delivered a 3-part course on Stress Management for the CIOB and we are also participating in a new Healthy Workplace Alliance, led by Bracknell Public Health which allows us to build further partnerships within the local business community. We have and will continue to actively participate in other voluntary and statutory community groups, such as the Happiness Hub, The Homeless and Hardship Forums, the Community Mental Health Practice Group, and the Young Adults Collaboration.

During early 2023, we secured an additional £17,000 in funding, included in which was a £10,000 National Lottery award for our Young Adults Programme and several smaller grants from local Parish Councils, the Pride of Bracknell Charity of the Year Gold Award, and the Bracknell Mayor's Award. We have recently launched Easy Fundraising to our students, and SSRC receives donations based on their online spending but we are careful to emphasise to students that while we appreciate any donations, we do not want them to spend any more than they would do normally. We have also built strong relationships with several local retailers and a number of local parish councils have continued to support our Young Adults programme. SSRC is often invited to local parish council meetings to accept a grant and this is a great opportunity to publicise the college and build additional local partnerships.

During 2023, we continued to use co-creation processes to create a new programme of courses and an information hub to support young adults' unique needs ready to launch in 2024. These will be available via two new websites that will be specifically designed to support young adults in key areas they identified in earlier in-depth research. The first

website, called ichooseME, will be an interactive website created by one of our young adult student supporters and designed to optimise and speed up the search for the kind of support that best matches each person's needs. It should enable young adults in particular to just see support options that are tailored to meet the criteria they input on the site. The second Young Adults' website will provide details of a wide programme of workshops designed especially for them and initially, we will request feedback on its general layout and their course preferences. In 2024, we hope that the Young Adults' programme will also receive additional, more dedicated human resourcing to enable us to begin offering workshops in early 2025.

Other SSRC priorities for the coming year include continuing to manage our increasing student numbers and to ensure that our limited, free workshop places are offered fairly to both new and existing students. We will also continue to focus on reducing student attrition and address absenteeism by building student loyalty as soon as they register and discouraging over commitment to courses. To help with this we will have more one- to-one conversations with students and encourage them to complete a Personal Learning Plan (PLP). We will also continue to explore the long-term impact of SSRC on all our all aspects of wellbeing and recovery and develop measures to identify SSRC's specific, unique contribution to this.

FINANCIAL REVIEW

Financial Review

The charity held reserves of £86,700 at year end (2021 - £80,326). This was equivalent to around 5 months' worth of operating costs. The Trustees have determined that the Charity must hold a minimum level of liquid reserves equivalent to 5-6 months' worth of operating costs, as set out in our Financial Policy.

ON BEHALF OF THE BOARD:

Bernadette Fisher

25th October 2024

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Independent Examiners Report

for the Period Ended 31 December 2023

I report on the accounts of the charity for the period ended 31 December 2023 which are set out on pages 11 to 17.

Respective responsibilities of directors and examiner

The charity's directors are responsible for the preparation of the accounts. The charity's directors consider that an audit is not required for this Period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view", and the report is limited to those matters set out in the statement below.

Other matters

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with 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 (FRS102) issued on 16 July 2014 in preference to the Accounting and Reporting Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Rachel Eden, FCMA

Holy Brook Associates

Curious Lounge, 1st Floor,

Pinnacle Building,

Tudor Road, Reading,

England,

RG1 1NH

25th October 2024

Statement of Financial Activities
for the Period Ended 31 December 2023

	Note	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Grants and Donations	2	208,356	-	208,356	237,900
Total incoming resources		208,356	-	208,356	237,900
RESOURCES EXPENDED					
Costs of raising funds	3	6,843	-	6,843	5,948
Charitable activities	4	191,755	-	191,755	160,720
Legal and administrative costs	5	3,380	-	3,380	3,348
Total resources expended		201,978	-	201,978	170,016
NET INCOME		6,378	-	6,378	67,883
RECONCILIATION OF FUNDS					
Total funds brought forward		80,326	-	80,326	12,443
TOTAL FUNDS CARRIED FORWARD		86,700	-	86,700	80,326

Balance Sheet

At 31 December 2023

	Notes	Unrestricted Funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	6	920	-	920	2,409
CURRENT ASSETS					
Cash in bank and in hand		90,549		90,549	78,859
Prepayments		-	-	-	-
		79,859		79,859	78,859
CREDITORS					
Amounts falling due within one year	7	4,768	-	4,768	1,942
NET CURRENT ASSETS		85,780		85,780	77,917
TOTAL ASSETS LESS CURRENT LIABILITIES		86,799	-	86,799	80,326
NET ASSETS	8	86,700	-	86,700	80,326
FUNDS					
Restricted funds	9	-	-	-	-
Unrestricted funds		86,700	-	86,700	80,326
		86,700	-	86,700	80,326
TOTAL FUNDS				86,700	80,326

The financial statements were approved by the Board of Trustees on 25th October 2024 and were signed on its behalf by:

Bernadette Fisher -Trustee 25th October 2024

Notes to the Accounts

At 31 December 2023

1. ACCOUNTING POLICIES continued

Fund accounting

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

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.

2. DONATION AND LEGACIES

	2023	2022
	£	£
Donations	2,856	17,900
Grant	205,500	220,000
	<u>208,356</u>	<u>237,900</u>

3. COST OF RAISING FUNDS

	2023	2022
	£	£
Promotion and public relations costs	6,843	5,948
	<u>6,843</u>	<u>5,948</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2022

4. CHARITABLE ACTIVITIES

	2023	2022
	£	£
Cost of services	89,426	86,690
Cleaning	2,923	1,194
Consulting	3,546	9,579
Depreciation Expense	1,489	1,356
Entertainment	-	754
Equipment less than £100	80	28
General Expenses	-	97
Interest paid	102	-
Insurance	1,806	1,511
IT Software and Consumables	346	1,037
Office costs	9,150	1,613
Pensions Costs	1,009	767
Printing & Stationery	636	851
Repairs & Maintenance	1,101	414
Salaries	76,975	49,160
Staff Training	1,487	1,218
Subscriptions	-	1,250
Telephone & Internet	1,531	1,414
Travel - National	3,147	1,790
	<u>191,755</u>	<u>160,720</u>

5. LEGAL AND ADMINISTRATIVE COSTS

	2023	2022
	£	£
Accountancy and payroll	3,020	2,988
Independent examiner's fee	360	360
	<u>3,380</u>	<u>3,348</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2023

6. TANGIBLE FIXED ASSETS

	Computer Equipment	Total 2023	Total 2022
	£	£	£
COST			
At 31 December 2022	4,468	4,468	3,869
Additions	-	-	599
At 31 December 2023	<u>4,468</u>	<u>4,468</u>	<u>4,468</u>
DEPRECIATION			
At 31 December 2022	(2,509)	(2,509)	(703)
Charge for the Period	(1,489)	(1,489)	(1,356)
At 31 December 2023	<u>(3,548)</u>	<u>(3,548)</u>	<u>(2,059)</u>
NET BOOK VALUE			
At 31 December 2022	2,409	2,409	3,166
AT 31 December 2023	<u>920</u>	<u>920</u>	<u>2,409</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE PERIOD

	2023	2022
	£	£
Accruals	936	936
Payroll related creditors	2,161	1,006
Accounts payable	1,671	-
	<u>4,768</u>	<u>1,942</u>

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricte d Funds	Restricted Funds	2023 Total Funds	2022 Total Funds
	£	£	£	£
Fixed Assets	920	-	920	2,409
Current Assets	90,548	-	90,548	79,858
Current liabilities	(4,768)	-	(4,768)	(1,942)
	<u>86,700</u>	-	<u>86,700</u>	<u>80,326</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2023

9. MOVEMENT IN FUNDS

	Net Movements in funds £	Transfers between funds £	At 31.12.2023 £	At 31.12.2022 £
Unrestricted funds				
General fund	6,378	-	86,700	80,326
TOTAL FUNDS	6,378	-	86,700	80,326

10. RELATED PARTY TRANSACTIONS

The charity received grants and donations totalling £150,000 from related parties (trustees and close relatives) for the period ended 31 December 2023 (2022 – £190,000). None of these transactions had conditions attached.

11. ULTIMATE CONTROLLING PARTY

The Board of Trustees are considered to be the ultimate controlling party.

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 December 2023 (2022 – none).

13. EMPLOYEE REMUNERATION

	2023 £	2022 £
Salaries	77,776	49,126
National Insurance	-	30
Employers Pension	1,009	767
Total	78,785	49,923

The average number of employees in 2023 was 10 (2022 – 5). No employee was paid total remuneration in excess of £60,000 (2022 – none)

Accounts

REGISTERED CHARITY NUMBER: 1189763

**Report of the Trustees and
Unaudited Financial Statements
for the Period Ended 31 December 2022
for
STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING
A Charitable Incorporated Organisation (CIO)**

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

**Contents of the Financial Statements
for the Period Ended 31 December 2022**

	Page
Report of the Trustees	5 to 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the Financial Statements	12 to 16

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2022

The Trustees present their report with the financial statements of the charity for the period ended 31 December 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1189763

Principal address

Involve Community Services

The Court House

Broadway

BRACKNELL

Berkshire

RG12 1AE

Trustees

Bernadette Fisher – Chairperson

Jonathan Story

Sarah Gore

Christopher Fisher

Independent Examiner

Victoria Butters

Holy Brook Associates

Curious Lounge, 1st Floor,

Pinnacle Building,

Tudor Road, Reading,

England,

RG1 1NH

Bankers

THE CO-OPERATIVE BANK PLC

CENTRAL CORPORATE BRANCH

P O Box 250,

WN8 6WT

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING, is a charitable incorporated organisation (CIO), registered as a charity on June 3rd, 2021, charity number 1189763. The Charity is controlled by its governing document and the CIO Constitution. The Trustees who served the charity during the period were as follows:

Dr Bernadette Fisher – Chairperson: appointed 13/04/2020

Sarah Gore – Trustee: appointed 15/04/2020

Christopher Fisher: Trustee: appointed 15/04/2020

Jonathan Story – Trustee: appointed 23/06/2021

Recruitment and appointment of new Directors and Trustees

The Constitution provides for a minimum of 3 Trustees with no stated maximum. Where there is a requirement for new Trustees these are identified and appointed by the existing Trustees for a term of 3 years by the passing of a resolution at a properly convened meeting of the Trustees. In selecting the new Trustees, the board must have regard for the skills, knowledge and experience needed from the individual in order to provide effective administration of the charity.

Any new Trustee will be provided, on or before their first appointment, with a copy of the previous period's annual report and accounts and a copy of the Charity Constitution.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal objective of the charity is to promote the positive health and wellbeing of all adults who live, work or study in the Bracknell Forest area. We offer free education to anyone aged 18 or more, who works, lives or studies in the Borough of Bracknell Forest and who is experiencing problems with their mental, physical or emotional health and for those that support them. A co created, compassionate learning environment empowers individuals (students) through education about all aspects of wellbeing, highlighting individual skills and strengths, building self-confidence, inspiring creativity and unlocking

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2022

personal potential. Small group work nurtures stronger peer support networks, reduced social isolation and increases community connectivity.

Public benefit statement

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charities Commission Guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

By the end of 2022, over 450 people aged 18 to >80 years, had registered with Stepping Stones recovery college and by mid-August 2023, our total student population was 673 students. Apart from Spring 2022 which had lower than average levels of new registrations, there has been consistently over 100 new students registering each term. In 2021/22 we have also seen an increase in male students and those from non-white and LGBGTQ backgrounds. New students come through signposting from a variety of different local statutory and voluntary organizations, with over half being recommended by one of the BFC statutory mental health services, a further third via word of mouth from friends, family, or carers. Social prescribers and the Job Centre also feature as sources of signposting to the college.

SSRC is unique in the local community in providing a wide selection of free creative and educational courses and workshops in a safe, respectful, and compassionate learning environment. It is one where students have told us, they feel welcome, respected, able to relax, and to learn and grow beyond what has happened to them. Although we remain 'diagnosis blind,' and do not routinely ask for individual's background information, we are aware that our students have very diverse needs. These include recovery from the diagnosis of serious mental health conditions, addiction, and trauma; also more generalised, often undiagnosed states such as anxiety, anger, panic, pain, bereavement, social isolation and the long-term impacts of Covid. Every term, we provide over 200 free workshop sessions, covering 45 - 50 different subjects which include pathways for understanding mental health and specific conditions, key elements in the recovery process, practical ways to improve health and wellbeing, developing better life skills and unlocking creative potential. We routinely ask for qualitative and quantitative feedback from all students and over 80% of rate our courses and workshops as 'very useful' to their recovery. Verbatim comments are also predominantly positive with many describing their experiences as 'inspiring' 'educational,' 'useful' and 'informative.' Experienced, professional facilitators lead most of our courses and student ratings for their work indicates high levels of satisfaction with both

content and delivery. It is also very encouraging too that 98% of SSRC students would recommend our workshops and courses to others.

SSRC held its first Open Day on May 9th, 2022, the beginning of World Mental Health Week. All residents and services were invited, and, on the day, we had over a hundred visitors and registered around twenty new students. During the remainder of 2022, we were visited by our local MP and the SSRC team made many presentations to local statutory services, community, and voluntary groups, to help them understand what we offer and for whom. During the 2022 Spring and Summer terms, we were also invited to several local business gatherings, and among these, the Bracknell Economic and Social Development Partnership (ESDP) and the Health and Employee Wellbeing Day, in September. We made major presentations at both to raise awareness of what we offer generally and how we can tailor our workshops to support employee wellbeing in the workplace.

At the heart of our ethos is working together as equals and, in keeping with the recovery college model, our way of working is, in so far as possible, to use collective problem solving, democratic decision-making and provide open access to all our resources. Students, staff, facilitators, and volunteers all work together, and we have learned that our in-person interactions can be highly effective for helping many students to overcome social anxieties and for activating natural peer support systems. Other priorities for the 2023/24 academic year will include managing our increasing student numbers and, in particular, ensuring that our limited workshop places remain offered fairly to both new and existing students. We will also be developing and offering more peer-led, co-created courses and workshops and having more explicit co-creation processes within SSRC will also enable us to optimise the curriculum in response to local needs.

Although our student age distribution remains no different to the age profile for all BFC adults, (Bracknell Forest Observatory), we have seen an increase in students aged 18 to 35 years registering and we are now actively co creating a new programme of courses and workshops tailored specifically to address their needs. Young adults in our extensive focus group research expressed significant challenges in accessing mental health support, citing confusion over what is available, long waiting times and limited resources. They feel they had to navigate an overly complex system on their own, and without adequate guidance, find this time-consuming and overwhelming. In response to this, in early 2022, a community-based collaboration of voluntary and statutory services was created with the overall aim of co creating, with and for young adults, more effective, accessible and life stage tailored, support and education to protect and promote their mental health and wellbeing. We founded this collaboration on the principle of mutual support and knowledge sharing and our aim is to craft an interconnected support system that would enhance the impact of our initiatives to equip young adults with a diverse range of resources to navigate their life challenges. We have also begun work to develop an interactive app that will allow young adults to identify their own priorities and be provided with support that is tailored to meet their specific needs. This work is being co-created by one of our students and will simplify the discovery of support that fits best for young adults and their specific needs.

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2022

FINANCIAL REVIEW

Financial Review

The charity held reserves of £81,328 at year end (2021 - £12,443). This was equivalent to at least 5 months' worth of operating costs. The Trustees have determined that the Charity must hold a minimum level of liquid reserves equivalent to 5-6 months' worth of operating costs, as set out in our Financial Policy.

ON BEHALF OF THE BOARD:

Bernadette Fisher

Date: October 2nd, 2023

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Independent Examiners Report

for the Period Ended 31 December 2022

I report to the trustees on my examination of the accounts of the above charity (“the Trust”) for the year ended 31/12/2022 which are set out on pages 10 to 16.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (“the Act”).

I report in respect of my examination of the Trust’s accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a ‘true and fair’ view which is not a matter considered as part of an independent examination.

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

[SIGNED]

Victoria Butters MAAT DChA

Holy Brook Associates Ltd,
Curious Lounge, 1st Floor, Pinnacle Building,
Tudor Road, Reading, England, RG1 1NH

27th October 2023

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Statement of Financial Activities

for the Period Ended 31 December 2022

	Note	Unrestricted funds £	Restrict ed funds £	2022 Total funds £	2021 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Grants and Donations	2	237,900	-	237,900	81,000
Total incoming resources		237,900	-	237,900	81,000
RESOURCES EXPENDED					
Costs of raising funds	3	5,948	-	5,948	3,708
Charitable activities	4	159,719	-	159,719	62,430
Legal and administrative costs	5	3,348	-	3,348	2,420
Total resources expended		169,015	-	169,015	68,557
NET INCOME		68,885	-	68,885	12,443
RECONCILIATION OF FUNDS					
Total funds brought forward		12,443	-	12,443	-
TOTAL FUNDS CARRIED FORWARD		81,328	-	81,328	12,443

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Balance Sheet

At 31 December 2022

	Note s	Unrestric ted funds £	Restrict ed funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	8	2,409	-	2,409	3,166
CURRENT ASSETS					
Cash in bank and in hand		79,859		79,859	8,945
Prepayments		-	-	-	1,534
					10,478
CREDITORS					
Amounts falling due within one year	9	940	-	940	1,202
NET CURRENT ASSETS		78,919		78,919	9,276
TOTAL ASSETS LESS CURRENT LIABILITIES		81,328	-	81,328	12,443
NET ASSETS	10	81,328	-	81,328	12,443
FUNDS					
Restricted funds	11			-	-
Unrestricted funds				81,328	12,443
TOTAL FUNDS				81,328	12,443

The financial statements were approved by the Board of Trustees on **31st October 2022** and were signed on its behalf by:

Bernadette Fisher -Trustee

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts

At 31 December 2022

1. ACCOUNTING POLICIES continued

Fund accounting

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

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.

2. DONATION AND LEGACIES

	2022	2021
	£	£
Donations	17,900	-
Grant	220,000	81,000
	<u>237,900</u>	<u>81,000</u>

3. COST OF RAISING FUNDS

	2022	2021
	£	£
Promotion and public relations costs	5,948	3,708
	<u>5,948</u>	<u>3,708</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2022

4. CHARITABLE ACTIVITIES

	2022	2021
Cost of services	86,690	28,385
Cleaning	1,194	676
Consulting	9,579	4,520
Depreciation Expense	1,356	703
Entertainment	754	52
Equipment less than £100	28	94
General Expenses	97	159
Insurance	1,511	851
IT Software and Consumables	1,037	1,147
Travel Expenses	16	133
Office costs	151	948
Pensions Costs	767	419
Postage, Freight & Courier	-	32
Printing & Stationery	851	1,150
Repairs & Maintenance	414	79
Salaries	48,124	21,681
Staff Training	1,218	378
Subscriptions	1,250	268
Telephone & Internet	1,414	709
Travel - National	1,774	47
TOTAL	159,719	62,430

5. LEGAL AND ADMINISTRATIVE COSTS

	2022	2021
	£	£
Accountancy and payroll	2,988	2,060
Independent examiner's fee	360	360
	<u>3,348</u>	<u>2,420</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2022

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total 2022 £
COST		
At 31 December 2021	3,869	3,869
Additions	599	599
At 31 December 2022	<u>4,468</u>	<u>4,468</u>
DEPRECIATION		
At 31 December 2021	(703)	(703)
Charge for the Period	(1,356)	(1,356)
At 31 December 2022	<u>(2,059)</u>	<u>(2,059)</u>
NET BOOK VALUE		
At 31 December 2021	3,166	3,166
AT 31 December 2022	<u>2,409</u>	<u>2,409</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2022

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE PERIOD

	2022	2021
	£	£
Accruals	936	936
Payroll related creditors	4	266
	<u>940</u>	<u>1,202</u>

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	2022 Total Funds £	2021 Total Funds £
Fixed Assets	2,409	-	2,409	3,166
Current Assets	79,858	-	79,858	10,478
Current liabilities	<u>(940)</u>	<u>-</u>	<u>(940)</u>	<u>(1,202)</u>
	<u>81,328</u>	<u>-</u>	<u>81,328</u>	<u>12,443</u>

9. MOVEMENT IN FUNDS

	Net Movements in funds £	Transfers between funds £	At 31.12.2022 £	At 31.12.2021 £
Unrestricted funds				
General fund	<u>68,885</u>	<u>-</u>	<u>81,328</u>	<u>12,443</u>
TOTAL FUNDS	<u>68,885</u>	<u>-</u>	<u>81,328</u>	<u>12,443</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2022

10. RELATED PARTY TRANSACTIONS

The charity received grants and donations totalling £190,000 from related parties (trustees and close relatives) for the period ended 31 December 2022 (2021 – £50,000). None of these transactions had conditions attached.

11. ULTIMATE CONTROLLING PARTY

The Board of Trustees are considered to be the ultimate controlling party

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 December 2022 (2021 – none).

13. EMPLOYEE REMUNERATION

	2022	2021
Salaries	48,124	21,681
National Insurance	30	-
Employers Pension	767	419
Total	49,921	22,099

Average number of employees in 2022 was 5 (2021 – 3). No employee was paid total remuneration in excess of £60,000 (2021 – none)

Accounts

REGISTERED CHARITY NUMBER: 1189763

**Report of the Trustees and
Unaudited Financial Statements
for the Period Ended 31 December 2021
for
STEPPING STONES COLLABORATION FOR RECOVERY AND
WELLBEING
A Charitable Incorporated Organisation (CIO)**

**STEPPING STONES COLLABORATION FOR RECOVERY AND
WELLBEING**

**Contents of the Financial Statements
for the Period Ended 31 December 2021**

	Page
Report of the Trustees	1 to 6
Independent Examiner's Report	7 to 8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11 to 15

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees for the Period Ended 31 December 2021

The Trustees present their report with the financial statements of the charity for the period ended 31 December 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1189763

Principal address

Involve Community Services

The Court House

Broadway

BRACKNELL

Berkshire

RG12 1AE

Trustees

Dr Bernadette Fisher – Chairperson

George Story

Sarah Gore

Christopher Fisher

Independent Examiner

Sheila Bury

Holy Brook Associates

Curious Lounge, 1st Floor,

Pinnacle Building,

Tudor Road, Reading,
England,
RG1 1NH

Bankers

THE CO-OPERATIVE BANK PLC
CENTRAL CORPORATE BRANCH
P O Box 250,
WN8 6WT

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING, is a charitable incorporated organisation (CIO), registered as a charity on June 3rd, 2021, charity number 1189763. The Charity is controlled by its governing document and the CIO Constitution. The Trustees who served the charity during the period were as follows:

Dr Bernadette Fisher – Chairperson: appointed 13/04/2020
Sarah Paecey – Trustee: appointed 14/04/2020 (resigned: 20/06/21)
Sarah Gore – Trustee: appointed 15/04/2020
Christopher Fisher: Trustee: appointed 15/04/2020
Jonathan Story – Trustee: appointed 23/06/2021

Recruitment and appointment of new Directors and Trustees

The Constitution provides for a minimum of 3 Trustees with no stated maximum. Where there is a requirement for new Trustees these are identified and appointed by the existing Trustees for a term of 3 years by the passing of a resolution at a properly convened meeting of the Trustees. In selecting the new Trustees, the board must have regard for the skills, knowledge and experience needed from the individual in order to provide effective administration of the charity.

Any new Trustee will be provided, on or before their first appointment, with a copy of the previous period's annual report and accounts and a copy of the Charity Constitution.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal objective of the charity is to promote the positive health and wellbeing of all adults who live, work or study in the Bracknell Forest area. We offer free education to anyone aged 18 or more, who works, lives or studies in the Borough of Bracknell Forest and who is experiencing problems with their mental, physical or emotional health and for those

that support them. A co created, compassionate learning environment empowers individuals (students) through education about all aspects of wellbeing, highlighting individual skills and strengths, building self-confidence, inspiring creativity and unlocking

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Report of the Trustees

for the Period Ended 31 December 2021

personal potential. Small group work nurtures stronger peer support networks, reduced social isolation and increases community connectivity.

Public benefit statement

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charities Commission Guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Over 350 people aged 18 to >80 years, registered in the charity's first year of operation and we continue to receive on average, > 20 new student registrations monthly. Student ages range from 18 to over 80 years and mirror that of the local population however we have proportionately more women and those who identify as white, Caucasian than the population of Bracknell Forest. In 2022/23 we plan hope to co-create new, tailored workshops for younger students, those struggling with literacy and those that appeal more to men and from more diverse ethnic groups.

We offer around 200 workshops, covering 50 different subjects each term and most are fully booked. Experienced, professional facilitators run the majority of courses and workshops with student ratings averaging 9.7 out of 10 for their delivery. Volunteers provide additional student support in workshops and in house training is being co-created with students and professional facilitators, ready to run in 2023.

Students have diverse recovery needs, e.g., substance misuse, diagnosed and undiagnosed mental illnesses, physical pain, bereavement, post Covid effects. Over 80% of Stepping Stones students rate us as 'very useful' to their recovery. Mental Health services, GP practices, social prescribers, addiction services and other charities now all recommend and signpost the recovery college us to their patients and clients.

Our premises are accessible to all physical abilities and free information about other community organisations is given with our curriculum. We belong to many different statutory and voluntary community networks and actively collaborate with them all. We encourage our students to join other support groups and participate more effectively within the wider community. We now run a number of courses and workshops from locations within the wider community and plan to increase this number to allow easier access to our courses among those for whom transportation to the premises is a barrier.

FINANCIAL REVIEW

Financial Review

The charity holds reserves of £12,443 at year end. This was equivalent to approximately 2 months worth of total costs. At this was the first year of the charity's operation and both income and expenditure are growing consideration will be given during the year as to an appropriate target for reserves to aim for in the coming financial year.

ON BEHALF OF THE BOARD:

Bernadette Fisher

Date: 31st October 2022

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Independent Examiners Report

for the Period Ended 31 December 2021

I report on the accounts of the charity for the period ended 31 December 2021 which are set out on pages 8 to 12.

Respective responsibilities of directors and examiner

The charity's directors are responsible for the preparation of the accounts. The charity's directors consider that an audit is not required for this Period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Other matters

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with 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 (FRS102) issued on 16 July 2014 in preference to the Accounting and Reporting Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted

Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Sheila Bury

Holy Brook Associates

Curious Lounge, 1st Floor,

Pinnacle Building,

Tudor Road, Reading,

England,

RG1 1NH

Date: 31st October 2022

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Statement of Financial Activities for the Period Ended 31 December 2021

	Notes	Unrestrict ed funds £	Restrict ed funds £	2021 Total funds £	2020 Total Fund s £
INCOMING RESOURCES					
Incoming resources from generated funds					
Grants	2	81,000	-	81,000	-
				0	
Total incoming resources		<u>81,000</u>	<u>-</u>	<u>81,000</u>	<u>-</u>
				0	
RESOURCES EXPENDED					
Costs of raising funds	3	3,708	-	3,708	-
Charitable activities	4	62,430	-	62,430	-
Legal and administrative costs	5	2,420	-	2,420	-
Total resources expended		<u>68,557</u>	<u>-</u>	<u>68,557</u>	<u>-</u>
NET INCOME		12,443	-	12,443	-
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

TOTAL FUNDS CARRIED FORWARD	12,443	-	12,443	-
------------------------------------	---------------	---	---------------	---

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Balance Sheet

At 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total Funds £
FIXED ASSETS					
Tangible assets	8	3,166		3,166	
CURRENT ASSETS					
Cash in bank and in hand		8,945		8,945	
Prepayments		1,534		1,534	
		10,478		10,478	
CREDITORS					
Amounts falling due within one year	9	1,202		1,202	
NET CURRENT ASSETS		9,276		9,276	
TOTAL ASSETS LESS CURRENT LIABILITIES		12,443		12,443	
NET ASSETS	10	12,443		12,443	

FUNDS	11		
Restricted funds		-	-
Unrestricted funds		12,443	-
		12,443	-
TOTAL FUNDS		3	

The financial statements were approved by the Board of Trustees on 31st October 2022 and were signed on its behalf by:

Bernadette Fisher -Trustee

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts

At 31 December 2021

1. ACCOUNTING POLICIES continued

Fund accounting

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

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.

2. DONATION AND LEGACIES

	2021	2020
	£	£
Donations	-	-
Grants	81,000	-
	<u>81,000</u>	<u>-</u>

3. COST OF RAISING FUNDS

	2021	2020
	£	£
Promotion and public relations costs	3,708	
	<u>3,708</u>	<u></u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2021

4. CHARITABLE ACTIVITIES

Cost of services	28,385
Cleaning	676
Consulting	4,520
Depreciation Expense	703
Entertainment-100% business	52
Equipment less than £100	94
General Expenses	159
Insurance	851
IT Software and Consumables	1,147
Travel Expenses	133
Office costs	948
Pensions Costs	419
Postage, Freight & Courier	32
Printing & Stationery	1,150
Repairs & Maintenance	79
Salaries	21,681
Staff Training	378
Subscriptions	268
Telephone & Internet	709
Travel - National	47
TOTAL	62,430

5. LEGAL AND ADMINISTRATIVE COSTS

	2022	2021
	£	£
Accountancy	2,060	
Independent examiner's fee	360	
	<u>2,420</u>	<u>-</u>

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total 2021 £
COST		
At 31 December 2020	-	-
Additions	3,869	3,869
At 31 March 2022	<u>3,869</u>	<u>3,869</u>
DEPRECIATION		
At 31 March 2020	-	-

Charge for the Period	<u>(703)</u>	<u>(703)</u>
At 31 March 2021	<u>(703)</u>	<u>(703)</u>
NET BOOK VALUE		
At 31 March 2021	<u>3,166</u>	<u>3,166</u>

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2021

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE PERIOD

	2021	2020
	£	£
Accruals	936	
Payroll related creditors	266	
	1,202	-

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestrict ed Funds	Restrict ed Funds	2021 Total Fund s	2020 Total Fund s
	£	£	£	£
Fixed Assets	3,166		3,166	
Current Assets	10,478		10,478	
Current liabilities	(1,202)		(1,202)	
	12,443		12,443	

9. MOVEMENT IN FUNDS

	Net Moveme nts in funds £	Transfe rs betwee n funds £	At 31.12.20 21 £	At 31.12.20 20 £
Unrestricted funds				
General fund	12,443	-	12,443	-
TOTAL FUNDS	12,443		12,443	

STEPPING STONES COLLABORATION FOR RECOVERY AND WELLBEING

Notes to the Accounts (continued)

At 31 December 2021

10. RELATED PARTY TRANSACTIONS

There were no transactions with related parties for the period ended 31 December 2022.

11. ULTIMATE CONTROLLING PARTY

The Board of Trustees are considered to be the ultimate controlling party

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 December 2021.

Accounts

Stepping Stones Recovery College Annual report

The charity was in the process of being set up during this period and therefore was dormant from the point of view of both the accounts and activities