CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 31 May 2025 To 30 May 2026

Charity name: STEPPS

Charity registration number: 1203319

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	**For the public benefit, the promotion and protection of physical and mental health of dancers, particularly but not exclusively by providing counselling, training and workshops.**
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	**Educational workshops on mental health for dance schools and companies. Subsidised counselling sessions for dancers and dance professionals. Mental health first aid training for dance professionals. Training for retired dancers to become mental health practitioners.**
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	**The trustees have had regard to the Charity Commission guidance on public benefit.**

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	

Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	**During its third year STEPPS continued to meet its principal objective of promoting the mental health of dancers through providing access to free or discounted counselling for dancers in need of support and delivering educational workshops in dance schools and other relevant organisations on the mental health challenges affecting dancers. It has also provided mental health first aid training to dance organisations in order to improve their preparedness for dealing with such issues when they arise. Through its social media campaigns STEPPS has continued to raise awareness of the mental and physical health issues affecting dancers across the dance community and more widely.**

Additional information (optional)
You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	**During the period STEPPS continued to deliver workshops, mental health first aid training and provide access to counselling sessions in accordance with its Business Plan while operating with a minimal staff complemented by volunteers. A Grant Readiness and External Presence Review was delivered to the Board and formed the basis for its fundraising plans.**
Performance of fundraising activities against objectives set	Para 1.41	**STEPPS continued to generate income from workshops and to receive regular donations directly and through its Just Giving platform with both sources showing modest growth. These enabled it to sustain its activities while it prepared to launch its more ambitious fundraising plans in future years.**
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	**Income was derived from donations and payment for workshops and, after meeting outgoings, the year ended with a small balance of £457.**
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	**The reserves policy is a target range of £2,000 to £5,000.**
Amount of reserves held	Para 1.22	**Nil**
Reasons for holding zero reserves	Para 1.22	**STEPPS has only raised modest funds to date.**
Details of fund materially in deficit	Para 1.24	**N/A**
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	**There are no uncertainties about continuing as a going concern.**

Additional information (optional)
You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	**Constitution**
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	**CIO**
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	**The trustees are selected in accordance with the constitution which provides that they are appointed by the trustees for a three year term and they are selected with regard to the skills, knowledge and experience needed for the effective administration of STEPPS.**

Additional information (optional)
You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	STEPPS
Other name the charity uses	
Registered charity number	1203319
Charity's principal address	19 Grange Road Cowes Isle of Wight PO31 7JN

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Hugh James Ellis-Rees	Chair		
2	Marta Zielonka	Treasurer		
3	Denise Fiennes			
4	Ash Mukherjee			
5	Joe Powell-Main			
6	James Streeter			
7	Stuart Waters			
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Terry Hyde

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	H.J. Ellis-Rees	
Full name(s)	H.J. ELLIS-REES	
Position (eg Secretary, Chair, etc)	INTERIM CHAIR	
Date	22 OCTOBER 2026	

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CHARITY COMMISSION FOR ENGLAND AND WALES

STEPPS CIO	1203319

Receipts and payments accounts

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For the period from	31/05/2025	To	30/05/2026

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Unrestricted: Donations Just Giving	746	-	-	746	-
Unrestricted donations: Bury Talk	200			200	
Restricted donations: Just Giving premium account	-	141	-	141	-
Charitable activities: Workshops	1,752	-	-	1,752	-
Charitable activities: Workshops travel expenses cover	28	-	-	28	-
		-	-	-	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	2,726	141	-	2,867	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	2,726	141	-	2,867	-
A3 Payments					
Social media and website	1,392	-	-	1,392	-
Just Giving premium account	-	216	-	216	-
Costs of charitable activities: workshop expenses	28	-	-	28	-
CEO renumeration	1,050	-	-	1,050	-
Membership fee: One Dance UK	60	-	-	60	-
Event Ticket Refunds: Refund for Q&A events in Suffolk	10	-	-	10	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	2,540	216	-	2,756	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	2,540	216	-	2,756	-
Net of receipts/(payments)	186	- 75	-	111	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	308	-	-	308	-
Cash funds this year end	494	- 75	-	419	-

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Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Cash at bank	419	-	-
		-	-	-
		-	-	-
	Total cash funds	419	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
CEO renumeration	Unrestricted	19,485	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Signed by: Marta Zielonka 3D8...	MARTA ZIELONKA	16/10/2026
James Ellis Rees BEACD3E2692A4C6...	JAMES ELLIS-REES	16/10/2026