

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

( A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)

**COMPANY REGISTRATION NUMBER NI 031411**

**CHARITY REGISTRATION NUMBER NIC 100727**

**O'HARA SHEARER**  
**CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS**  
**547 FALLS ROAD**  
**BELFAST**  
**BT11 9AB**

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

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**STEPPING STONES NI**  
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**FOR THE YEAR ENDED 31ST MARCH 2024**

**OFFICERS AND OTHER INFORMATION**

**Directors**

Michael Scott (Chair)  
Kenneth Alderice (Resigned 2nd February 2024)  
Karen Carmichael (Resigned 5th March 2024)  
Kieran Corrigan (Resigned 28th February 2024)  
Michael Drayne  
Brenda McMullan (Resigned 10th August 2023)  
Cormac O'Donnell  
Lisa Beers (Appointed 28th February 2024)  
Sarah Johnston (Appointed 28th February 2024)  
Shirley Smylie (Appointed 28th February 2024)

**Secretary**

Paula Jennings

**Registered Office**

Stepping Stones NI  
39 Seymour Street  
Lisburn  
County Antrim  
BT27 4SY

**Auditors**

O'Hara Shearer  
Chartered Accountants  
& Statutory Auditors  
547 Falls Road  
Belfast  
BT11 9AB

**Solicitors**

Donaldson McConnell & Co  
Solicitors  
8-10 Graham Gardens  
Lisburn  
County Antrim  
BT28 1YS

**Bankers**

Danske Bank  
62-66 Bow Street  
Lisburn  
BT28 1YS

**Company Registration Number**

NI 031411

**Charity Commission for Northern Ireland Registration Number**

NIC 100727

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**STATEMENT OF DIRECTORS RESPONSIBILITIES**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company Law requires the directors to prepare financial statements for each financial year. The Trustees, who are also directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31st March 2024. The Trustees confirm that they comply with the requirements of the Charities Act (Northern Ireland) 2008 and Accounting and Reporting by Charities: Statement of Recommended Practice which applies 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 2015).

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

**By order of the board:**

  
\_\_\_\_\_  
**MICHAEL SCOTT**  
**DIRECTOR**

  
\_\_\_\_\_  
**SHIRLEY ANN SMYLIE**  
**DIRECTOR**

**DATE**    5th December 2024

**DATE**    5th December 2024

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS'**

**Opinion**

We have audited the financial statements of Stepping Stones NI (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, including Financial Reporting Standard 102 *The financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- have been prepared in accordance with the requirements of the Companies Act 2006.

**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 Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS'**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- certain disclosures of trustees' remuneration specified by law are not made; 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, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors 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 company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

**Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Companies Act 2006 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102).
- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.
- Enquiry of entity staff in compliance functions to identify any instances of any non-compliance with laws and regulations.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

**STEPPING STONES NI**  
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**FOR THE YEAR ENDED 31ST MARCH 2024**

**REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS'**

- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

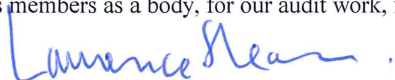
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



**LAWRENCE SHEARER F.C.A., Senior Statutory Auditor**  
**FOR AND ON BEHALF OF O'HARA SHEARER, Statutory Auditor**  
**O'HARA SHEARER**

**CHARTERED ACCOUNTANTS**  
**AND STATUTORY AUDITORS**

547 Falls Road

Belfast

BT11 9AB

**Dated:** 5th December 2024

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**STATEMENT OF ACCOUNTING POLICIES**

**Accounting Convention and Basis of Accounting**

The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared 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 which applies in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Going Concern**

At the time of approving the financial statements, the trustees' have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees' continue to adopt the going concern basis of accounting in preparing the financial statements.

**Income Recognition**

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

**Interest Receivable**

Interest on funds held is included when receivable and the amount can be measured reliably; this is normally upon notification of the interest paid or payable by the Bank.

**Resources Expended**

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to the category.

Fundraising costs include the costs of advertising, producing publications, printing and mailing fundraising material, and staff costs in these areas.

Costs of charitable activities include direct expenditure incurred through operational activities.

Governance costs represent the costs associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to those costs associated with fundraising or charitable activity.

**Fixed Assets**

All tangible fixed assets are recorded at cost.

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**STATEMENT OF ACCOUNTING POLICIES (Continued)**

**Depreciation**

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives at the following rates:

Freehold Property	2% straight line
Improvements to property	10% straight line
Fixtures and fittings	20% straight line
Computer equipment	25% straight line

**Investments**

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

**Repairs and Renewals**

All repairs and renewals are written off as incurred

**Pension Costs**

The charity does currently operate a defined contribution pension scheme.

**Debtors and Prepayments**

Trade debtors and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors and Provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Financial Instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Foreign Currencies**

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net movement in funds.

**STEPPING STONES NI**  
**FINANCIAL STATEMENTS**  
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**STATEMENT OF ACCOUNTING POLICIES (Continued)**

**Fund Accounting**

Unrestricted funds are general funds that are available for use at the Trustees' discretion in furtherance of the charitable objectives of the charity unless the funds have been designated for other purposes.

Designated funds are unrestricted funds set aside by the trustees out of unrestricted funds for specific future purposes.

Restricted funds are those given for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

The income received from funders depends on the charity meeting detailed criteria on expenses plans.

Grants given under such conditions are also given subject to them being obtained for in connection with the furtherance of the charity's aims and objectives.

Such income can be repayable to the funder if such expenses plans and criteria are not met.

Such income is only deferred when the donor specifies that the grant/donation must only be used in future accounting periods; or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related goods/services are provided.

Grant income included in this category provides funding to support performance activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income is deferred when: fees/performance related grants are received in advance of the performance/event to which they relate.

**Reserves Policy**

Stepping Stones NI reserves policy is to maintain a sufficient level of reserves to enable operating activities to be maintained for a period of at least 3 to 6 months in the event of major funding streams ending. The reserves policy also takes account of covering costs in the event of closure, to cover redundancies, rents, and fees that are due including statutory audit fees. It also takes account of potential risks and contingencies that may arise from time to time.

Stepping Stones NI maintain unrestricted reserves if accrued should be used for the purposes which meet the aims and objectives of Stepping Stones NI. The board should monitor and review the amount of unrestricted reserves monthly in addition to the level of any restricted reserves.

**STEPPING STONES NI**  
**STATEMENT OF FINANCIAL ACTIVITIES (incorporating the income and expenditure account)**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

	NOTES	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2024 £	TOTAL 2023 £
<b>INCOME AND ENDOWMENTS FROM:</b>						
Donations and legacies	1	14,975	-	-	14,975	5,673
Income from investments	2	9,872	-	-	9,872	1,216
Income from charitable activities	3	318,837	1,256,475	-	1,575,312	1,309,431
Income from other trading activities	4	454,774	19,961	-	474,735	392,571
<b>TOTAL INCOME AND ENDOWMENTS</b>		<b>798,458</b>	<b>1,276,436</b>	<b>-</b>	<b>2,074,894</b>	<b>1,708,891</b>
<b>EXPENDITURE ON:</b>						
Expenditure on raising funds	5	165,501	1,261	-	166,762	118,303
Expenditure on charitable activities	6	667,585	1,188,844	-	1,856,429	1,684,707
Other expenditure		-	-	-	-	-
Net gains/(losses) on investments		-	-	-	-	-
<b>TOTAL RESOURCES EXPENDED</b>		<b>833,086</b>	<b>1,190,105</b>	<b>-</b>	<b>2,023,191</b>	<b>1,803,010</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(34,628)</b>	<b>86,331</b>	<b>-</b>	<b>51,703</b>	<b>(94,119)</b>
Transfers between funds		(46,434)	46,434	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(81,062)</b>	<b>132,765</b>	<b>-</b>	<b>51,703</b>	<b>(94,119)</b>
<b>RECONCILIATION OF FUNDS</b>						
<b>TOTAL FUNDS BROUGHT FORWARD</b>		<b>789,025</b>	<b>7,019</b>	<b>-</b>	<b>796,044</b>	<b>890,163</b>
Prior year adjustment		-	-	-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>707,963</b>	<b>139,784</b>	<b>-</b>	<b>847,747</b>	<b>796,044</b>

**The Statement of Financial Activities includes all gains and losses in the year and therefore a Statement of Total Recognised Gains and Losses has not been prepared**

**All of the above amounts relate to continuing activities**

The accompanying accounting policies and the notes form part of these financial statements

**STEPPING STONES NI**  
**BALANCE SHEET**  
**AS AT 31ST MARCH 2024**

	NOTES	2024 £	2023 £
<b>FIXED ASSETS</b>			
Tangible assets	9	342,933	373,853
Investments	10	-	-
		342,933	373,853
<b>CURRENT ASSETS</b>			
Stocks		11,424	10,581
Debtors and prepayments	12	79,028	195,726
Cash at bank	11	690,882	533,059
Cash in hand		1,074	1,821
		782,408	741,187
<b>Creditors: amounts falling due within one year</b>	13	(98,948)	(114,828)
		683,460	626,359
<b>NET CURRENT ASSETS/(LIABILITIES)</b>		683,460	626,359
<b>TOTAL ASSETS LESS CURRENT ASSETS/( LIABILITIES )</b>		1,026,393	1,000,212
<b>Creditors: amounts falling due after more than one year</b>	14	(178,646)	(204,168)
		847,747	796,044
<b>NET ASSETS/(LIABILITIES)</b>		847,747	796,044
<b>FUNDS:</b>			
<b>ENDOWMENT FUNDS</b>			
		-	-
<b>UNRESTRICTED INCOME FUNDS</b>	15/16/17/18/19/20	707,963	789,025
<b>RESTRICTED INCOME FUNDS</b>	15/16/17/18/19/20	139,784	7,019
		847,747	796,044
		847,747	796,044

APPROVED ON BEHALF OF THE BOARD OF DIRECTORS :

  
 \_\_\_\_\_  
**MICHAEL SCOTT**  
 DIRECTOR

  
 \_\_\_\_\_  
**SHIRLEY ANN SMYLIE**  
 DIRECTOR

DATE 5th December 2024

DATE 5th December 2024

The accompanying accounting policies and notes form part of these financial statements

**STEPPING STONES NI**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

	NOTES	2024 £	2023 £
<b>CASHFLOWS FROM OPERATING ACTIVITIES</b>			
Cash generated from operations	16	168,666	(241,754)
Net cash inflow/(outflow) from operating activities		168,666	(241,754)
<b>Investing activities</b>			
Investment income		-	-
Purchase of tangible fixed assets	9	(11,590)	(34,423)
Acquisition of investments	10	-	-
Amounts owed between funds		-	-
Disposal of investments		-	-
Disposal of tangible fixed assets		-	-
Net cash from investing activities		(11,590)	(34,423)
Increase/(decrease) in cash and cash equivalents in the year		157,076	(276,177)
Cash and cash equivalents at the beginning of the year		534,880	811,057
Cash and cash equivalents at the end of the year	11	691,956	534,880
Relating to:			
Cash at bank and in hand	11	691,956	534,880

The accompanying accounting policies and notes form part of these financial statements

**STEPPING STONES NI**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**1. DONATIONS AND LEGACIES**

	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
Donations	14,975	-	14,975	5,673	-	5,673
Legacies	-	-	-	-	-	-
	<u>14,975</u>	<u>-</u>	<u>14,975</u>	<u>5,673</u>	<u>-</u>	<u>5,673</u>

**2. INCOME FROM INVESTMENTS**

	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
Income from UK listed investments	-	-	-	-	-	-
Income from cash	9,872	-	9,872	1,216	-	1,216
	<u>9,872</u>	<u>-</u>	<u>9,872</u>	<u>1,216</u>	<u>-</u>	<u>1,216</u>

**3. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
South Eastern Health and Social Care Trust	302,789	-	302,789	-	291,312	291,312
UK Shared Prosperity Fund	-	1,100,000	1,100,000	-	-	-
Stepping Stones to Employment - ESF- DfE - DfC	-	-	-	-	866,530	866,530
Business Services Organisation - Special Recognition Grant	-	-	-	-	35,018	35,018
Lisburn and Castlereagh City Council	-	26,920	26,920	-	23,156	23,156
Newry, Mourne and Down Council	-	-	-	-	10,000	10,000
Ards and North Down Council	-	-	-	-	40,558	40,558
Armagh, Banbridge and Craigavon Council	-	104,033	104,033	-	15,483	15,483
Capital Grant Released	-	25,522	25,522	-	25,522	25,522
Sundry income	16,048	-	16,048	1,852	-	1,852
Less: Deferred Income ( <i>See Note 12</i> )	-	-	-	-	-	-
	<u>318,837</u>	<u>1,256,475</u>	<u>1,575,312</u>	<u>1,852</u>	<u>1,307,579</u>	<u>1,309,431</u>

**4. INCOME FROM OTHER TRADING ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
Trading Income	417,985	-	417,985	334,556	-	334,556
Fundraising	27,375	19,961	47,336	1,058	53,385	54,443
Training Fees	3,458	-	3,458	-	3,572	3,572
Other Income	5,956	-	5,956	-	-	-
	<u>454,774</u>	<u>19,961</u>	<u>474,735</u>	<u>335,614</u>	<u>56,957</u>	<u>392,571</u>

**STEPPING STONES NI**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

**5. EXPENDITURE ON RAISING FUNDS**

	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
Costs of trading income	146,656	-	146,656	118,237	-	118,237
Bad debts	6	-	6	66	-	66
Promotional and fundraising costs	18,839	1,261	20,100	-	-	-
	165,501	1,261	166,762	118,303	-	118,303

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
Wages and salaries ( <i>See Note 8</i> )	416,308	873,040	1,289,348	80,776	1,169,845	1,250,621
Social security costs ( <i>See Note 8</i> )	61,688	139,281	200,969	31,807	128,683	160,490
Equipment hiring and leasing	4,403	4,403	8,806	8,732	-	8,732
Computer and IT costs	3,749	11,247	14,996	15,796	-	15,796
Staff training and welfare	15,779	15,780	31,559	31,718	-	31,718
Staff travel and trainee costs	3,189	3,517	6,706	4,097	6,145	10,242
Client training and expenses	10,936	10,937	21,873	-	10,955	10,955
Recruitment costs	-	-	-	3,385	6,715	10,100
Academies and market partnership costs	-	11,236	11,236	-	-	-
Events and hospitality costs	3,733	3,734	7,467	2,513	-	2,513
Youth service expenses	3,343	-	3,343	-	3,222	3,222
(Profit)/ Loss on disposal of fixed assets	-	-	-	-	-	-
Depreciation ( <i>See Note 9</i> )	16,988	25,522	42,510	47,558	-	47,558
Sundry expenses	2,571	-	2,571	3,081	-	3,081
	542,687	1,098,697	1,641,384	229,463	1,325,565	1,555,028

**Support Costs and Governance costs**

Telephone and internet	3,216	5,513	8,729	3,018	4,526	7,544
Rent payable	50,823	44,500	95,323	35,317	10,000	45,317
Rent payable - arrears reduction settlement	-	-	-	(31,100)	-	(31,100)
Water rates	1,978	1,084	3,062	2,037	-	2,037
Insurance	4,122	4,122	8,244	7,675	-	7,675
Light and heat	17,524	19,502	37,026	14,951	22,426	37,377
Printing, postage and stationery	4,163	417	4,580	4,001	-	4,001
Repairs and maintenance	24,880	1,379	26,259	22,060	-	22,060
Cleaning, consumables and laundry	3,565	-	3,565	4,325	-	4,325
Advertising and promotions	-	-	-	4,016	-	4,016
Audit fees	2,031	2,031	4,062	4,965	-	4,965
Accountancy fees	2,100	1,500	3,600	4,214	-	4,214
Legal and other professional fees	7,029	7,029	14,058	14,496	-	14,496
Subscriptions and licences	3,070	3,070	6,140	2,006	-	2,006
Bank interest and charges	397	-	397	746	-	746
	124,898	90,147	215,045	92,727	36,952	129,679

**TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES**

**667,585    1,188,844    1,856,429    322,190    1,362,517    1,684,707**

**7. NET GAINS/(LOSSES) ON INVESTMENTS**

Net (gains)/losses on investments	-	-	-	-	-	-
	-	-	-	-	-	-

**STEPPING STONES NI**  
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<b>7. NET (OUTGOING)/ INCOMING RESOURCES FOR THE YEAR</b>	<b>2024</b>	<b>2023</b>
<b>This is stated after charging/(crediting)</b>	<b>£</b>	<b>£</b>
Auditors remuneration	4,062	4,965
Depreciation	42,510	47,558
	<hr/> <hr/>	<hr/> <hr/>

<b>8. SALARY COSTS AND EMOLUMENTS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Total staff costs were as follows:		
Wages and salaries - key management personnel	232,934	191,178
Wages and salaries - other staff	1,056,414	1,059,443
Employer social security costs - key management personnel	56,500	36,049
Employer social security costs - other staff	150,470	153,110
Employer social security costs - SMP & SPP Recoverable	(6,001)	(23,669)
Employer social security costs - Employment Allowance	-	(5,000)
	<hr/> <hr/>	<hr/> <hr/>
	1,490,317	1,411,111

The average monthly number of employees during the year was as follows:	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
	87	93
	<hr/> <hr/>	<hr/> <hr/>

**Trustees' remuneration and benefits**

There was no trustees' remuneration or other benefits for the year ended 31st March 2024. (2023: £Nil)

**Trustees' Expenses**

There were no trustees' expenses paid for the year ended 31st March 2024. (2023: £Nil)

**STEPPING STONES NI**  
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**9. TANGIBLE FIXED ASSETS**

	Freehold Property £	Improvements to Property £	Fixtures & Fittings £	Computer Equipment £	Total £
<b>COST</b>					
As at 1st April 2023	563,028	42,335	183,513	55,373	844,249
Additions	-	-	6,957	4,633	11,590
Disposals	-	-	-	-	-
As at 31st March 2024	<u>563,028</u>	<u>42,335</u>	<u>190,470</u>	<u>60,006</u>	<u>855,839</u>
<b>DEPRECIATION</b>					
As at 1st April 2023	274,146	13,446	136,103	46,701	470,396
Charge for year	11,261	4,233	21,352	5,664	42,510
Eliminated on disposal					-
As at 31st March 2024	<u>285,407</u>	<u>17,679</u>	<u>157,455</u>	<u>52,365</u>	<u>512,906</u>
Net book value 2024	<u>277,621</u>	<u>24,656</u>	<u>33,015</u>	<u>7,641</u>	<u>342,933</u>
Net book value 2023	<u>288,882</u>	<u>28,889</u>	<u>47,410</u>	<u>8,672</u>	<u>373,853</u>

**11. CASH AT BANK**

	2024 £	2023 £
Danske Bank - Current Accounts	126,784	151,043
Danske Bank - Investment Accounts	564,098	382,016
	<u>690,882</u>	<u>533,059</u>

**STEPPING STONES NI**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Trade debtors	57,684	19,285
Other debtors	14,191	171,930
Prepayments	7,153	4,511
	<u>79,028</u>	<u>195,726</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Bank loans and overdrafts ( <i>See Note 17</i> )	-	-
Trade creditors	34,093	37,569
Value Added Tax	-	(11)
Social security costs and other taxes	-	7,016
Other creditors	-	3,662
Deferred income	-	23,356
Sundry creditors and accrued expenses	64,855	43,236
	<u>98,948</u>	<u>114,828</u>

**14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2024	2023
	£	£
Bank loans	-	-
Deferred capital funding	178,646	204,168
	<u>178,646</u>	<u>204,168</u>

**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Tangible Fixed Assets	Investments	Debtors and Prepayments	Cash at Bank and in Hand	Creditors and Accruals	Transfers between Funds	2024	2023
	£	£	£	£	£	£	£	£
Unrestricted Funds	342,933	-	76,261	434,151	(98,948)	(46,434)	707,963	789,025
Restricted Funds	-	-	14,191	257,805	(178,646)	46,434	139,784	7,019
Total Funds	<u>342,933</u>	<u>-</u>	<u>90,452</u>	<u>691,956</u>	<u>(277,594)</u>	<u>-</u>	<u>847,747</u>	<u>796,044</u>

**16. RECONCILIATION OF OPERATING PROFIT TO NET CASH FLOW FROM OPERATING ACTIVITIES FROM OPERATING ACTIVITIES**

	2024	2023
	£	£
Operating Surplus/(Deficit) for the year	51,703	(94,119)
Depreciation	42,510	47,558
Movement in stocks	(843)	(2,347)
Movement in debtors	116,698	(27,347)
Movement in creditors	(41,402)	(165,499)
(Gain)/Loss on investments	-	-
(Profit)/Loss on disposal of Fixed Assets	-	-
<b>Net cash inflow/(outflow) from operating activities</b>	<u><b>168,666</b></u>	<u><b>(241,754)</b></u>

**STEPPING STONES NI**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. MOVEMENT IN FUNDS**

	Opening Balance	Income	Expenditure	Net Movement in Funds 2024	Transfers between Funds	Prior year Adjustment	2024	2023
	£	£	£	£	£	£	£	£
Unrestricted Funds	789,025	798,458	(833,086)	(34,628)	(46,434)	-	707,963	789,025
Restricted Funds	7,019	1,276,436	(1,190,105)	86,331	46,434	-	139,784	7,019
	<b>796,044</b>	<b>2,074,894</b>	<b>(2,023,191)</b>	<b>51,703</b>	<b>-</b>	<b>-</b>	<b>847,747</b>	<b>796,044</b>

**STEPPING STONES NI**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2024**

<b>18. UNRESTRICTED INCOME FUNDS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Balance at 1st April 2023	789,025	885,163
Incoming resources for the year	798,458	344,355
Resources expended for the year	(833,086)	(440,493)
Transfer between funds	(46,434)	-
	<hr/>	<hr/>
Balance at 31st March 2024	<u>707,963</u>	<u>789,025</u>

<b>19. RESTRICTED INCOME FUNDS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Balance at 1st April 2023	7,019	5,000
Incoming resources for the year	1,276,436	1,364,536
Resources expended for the year	(1,190,105)	(1,362,517)
Transfer between funds	46,434	-
	<hr/>	<hr/>
Balance at 31st March 2024	<u>139,784</u>	<u>7,019</u>

**20. DESIGNATED FUNDS**

Designated funds are unrestricted funds set aside by the trustees out of unrestricted funds for specific future purposes.

**21. LEGAL STATUS**

Stepping Stones NI is a Company Limited by Guarantee.

Each member has agreed to contribute £1 in the event of a compulsory winding up.

Stepping Stones NI is registered with The Charity Commission for Northern Ireland, Charity Number 100727. Date of registration 9th December 2014.

Stepping Stones NI is a recognised Charity within the definition of Section 360(3) Income and Corporation Taxes Act 1970 by the Commissioners of the HM Revenue & Customs.