



stem4<sup>™</sup>

supporting teenage mental health

Registered Charity no. 1144506

Company Registration No. 0779151

# ANNUAL REPORT & ACCOUNTS

YEAR TO 30 SEPTEMBER 2022

stem4<sup>™</sup>  
wellbeing

Company Registration No. 12945014

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# CEO Introduction

stem4's mission to support the mental health and wellbeing of young people has been at a peak in response to the demands young people have faced in a changing world. We have responded to these growing needs in multiple ways, from increasing our digital offers, to extending our conference and webinar programmes, creatively reaching out to new audiences, and identifying and campaigning for change.

Listening to our audiences is at the heart of everything we do and one of our proud achievements this year has been the formation of our Youth Advisory Group—to not only help co-produce with us at all levels in what we do, but also enable us to promote the youth voice. Parents and carers continue to be the most significant source of support for young people, especially with the lack of access to health and social care services. Our parent/carer webinars and resources have been exceptionally well received and we will continue to dedicate time and effort to developing our work with them. Reaching young audiences via educators and primary care providers through our Head Ed programme and the new Understanding Teen Minds podcast continues to be fruitful as well.

We are now home to both Youth Mental Health Day and Parent Mental Health Day, both of which we are proud to say have considerable national and international audiences.

I am most thankful to the amazing stem4 Team and Trustees who always go the extra mile in all they do, to our partners, and all the many wonderful individuals and organisations who contribute so generously.

In an ever-changing world, we will continue to be responsive, caring, and impactful in what we do.



Dr Nihara Krause Founder and CEO stem4  
Chief Clinical Officer/Consultant Clinical Psychologist

“

Parents and carers continue to be the most significant source of support for young people, especially with the lack of access to health and social care services.

# stem4's Mission and Values

## Supporting Teenage Mental Health

### Our Vision

To protect the mental health of Children and Young People, enabling them to live happy and healthy lives

### Our Mission

To foster the development of good mental health in Children and Young People through enhancing early understanding and awareness by providing mental health literacy, shared early detection, and early digital intervention

### Our Values

#### Informative

Clinically accurate, solution-focused, and educational

#### Positive

A focus on strengths, resilience, and change

#### Friendly

Non-judgemental and relatable

#### Inclusive

We work together and put Young People at the heart of what we do

#### Responsive

We listen and act iteratively

#### Effective

We deliver change

## Our Aims

### Raise Early Awareness

By providing mental health education that encourages discussion and openness.

### Help Young People to Stay Well

By providing a focus on resilience, wellbeing, and self-care.

### Offer Choice

By providing access to information in multiple ways and to many audiences.

### Focus on Early Intervention

By providing effective, evidence-based intervention and signposting to safe national resources.

### Extend Reach and Access

By providing information digitally, as well as face to face.

### Put Excellence at the Heart of What We Do

By listening and working with our different audiences, collaboration and partnership working, robust evaluation of outcomes, impact measurement, and maintaining a strong financial position.

# The State of Children and Young People's Mental Health



11–16 year old social media users reported that they had been bullied online.\*



7–16 year olds lived in households that experienced a reduction in household income in the past year.

In 7–10 year olds, nearly twice as many boys as girls

**(20% vs 11%)**

had a mental health difficulty, whereas in 17–24-year-olds this pattern was reversed, with much higher rates in young women than young men

**(31% vs 13%).**



of the young people who downloaded stem4's library of apps between October 2021 and September 2022 were not accessing any form of professional help or treatment.\*\*

\*NHS Digital (2022) – \*\*stem4 app analytics

# Impact Review

## Educating the Minds of the Future

One of stem4's guiding principles continues to be the belief that young people and those who support them (including parents, educators, and health professionals) have just as much right to an education about good mental health as they do good physical health. Our work is centred around sharing accurate information on how to recognise early warning signs, and provide effective strategies for how to deal with them. With young people experiencing multiple crises (from the pandemic, to ongoing wars, and the climate crisis), stem4's resources have been all the more important.

## Empowering Hundreds of Classrooms with Mental Health Education

In March 2022, we were grateful to receive a grant from The Brothers Trust to help fund the expansion of Head Ed, stem4's secondary school mental health education programme. Head Ed is a comprehensive, free resource to equip teachers with the tools and plans needed to incorporate mental health education into the core PSHE curriculum, which is now a mandatory requirement. Using a combination of presentations, lesson plans, worksheets, and videos, it is invaluable in guiding teachers to support young people in a progressive, structured format. Full signposting is always present to support early identification and intervention of mental health concerns.



With this grant, we have been able to begin work on expanding the resources offered in Head Ed, with an initial focus on creating 5 new modules, 8 supporting videos (including an Asking for Help video which will also sit on the stem4 website), and an Introductory Video to the Head Ed Programme.

We have since been back into schools to film new videos. Additionally, we have run our second survey of our 1,463 Head Ed Subscribers to help focus the development of Head Ed over the next year. As Head Ed is designed with teachers in mind, the survey feedback provides clear guidance on how we can continue to develop resources that make a difference. The feedback continues to be overwhelmingly positive, with 100% of teachers who completed the survey saying that they would recommend Head Ed to their colleagues and 100% of teachers rating Head Ed as good, very good, and excellent.

### Head Ed in Numbers

**1,584** 

subscribers by the end of  
September 2022 with

**637** 

of those gained in the last year.

What teachers say:

“Positive and open approaches to stress. Using Head Ed before the exams period helped our students.”

What students say:

“It helped me understand myself better. I didn't feel alone anymore.”

## St Teresa's Conference

stem4 was thrilled to host our first in-school student conference since pre-pandemic in 2019. We were joined by around 150 students from schools across Surrey and were impressed and encouraged by the enthusiasm and knowledge that the remarkable Year 9 students showed.



The students arrived to a warm welcome from the stem4 Team and, once lanyards were on, they could use their phones to access the conference webpage to find out all the details of the day, and access all the notes and resources. As well, students could download an assembly pack ready for them to use to open the conversation on mental health on their return to their respective schools.

The tables were pre-prepared with a conference folder filled with stem4 pens, badges, and wristbands, as well as activity sheets for each student to take away.

The day was jam-packed with clinical teaching, activities, and group work; each student was able to interact, vote, and give feedback during discussions using our Klikapad voting system. The importance of positive mental health and support was really brought to life when the students listened to the experiences of two stem4 Ambassadors.

We would love to thank our fantastic speakers Shad Ahmad and Rosie Day for sharing their inspiring stories and St Teresa's School, Effingham for their kind hospitality.

What teachers said:

“It was fabulous and brilliant to be a part of! The Pupils had a great time and really felt motivated and inspired by the content and supportive atmosphere.”



# Early Digital Intervention

## The Development of stem4's Latest Mental Health App

Towards the end of 2021, stem4 was awarded a grant from the National Institute for Health and Care Research (NIHR) to begin developing our latest app for young people: Worth Warrior. This new app will help to deal with the increased number of young people experiencing eating difficulties and body image issues after the pandemic.

Worth Warrior is a free app created for young people to manage negative body image, low self-worth, and related early-stage eating difficulties or disorders. It provides a range of helpful activities and information, based on the notion that eating and body-related issues can be helped through learning to challenge and change thoughts, emotions, behaviours, and body image issues underlying low self-worth.

By identifying these underlying factors, and monitoring them over time, users can also start identifying what their triggers and maintaining factors are and work towards making positive change.

As of September 2022, the iOS version of Worth Warrior is scheduled for an early October release (to coincide with World Mental Health Day on 10 October), with the Android version planned for the start of November (to coincide with Movember).

Alongside app development, we have begun a research trial to find out if the Worth Warrior app helps improve self-worth and reduce symptoms of early-stage eating disorders. We have recruited a handful of participants and look forward to continuing this research study until early 2023.

## Revamping Our Existing Apps

In summer of 2021, we started on the first of our app upgrades, focusing on creating Calm Harm 'V2'.



Calm Harm has been given a new look and updated to the latest technology. We've listened to users and enhanced the app's functionality, adding the ability to make journal entries at any time and the option to select multiple reasons for your urge to self-harm after completing an activity. We've also updated and expanded the choice of activities based on user suggestions and added a streaks functionality to record the number of consecutive days a user has managed to overcome the urge to self-harm.

This revamped version of Calm Harm was released in late March 2022. As of September 2022, there have been over 260,000 downloads of Calm Harm since the release of its upgrade, with over 2.5 million total downloads of the app.

## Creating a Resilience Platform for Young People

Bounce Not Break is stem4's new psychologically informed resilience and wellbeing education toolkit. It aims to build resilience in young people, which can help them overcome hardship and challenges as they respond to stress and adversity.



Preliminary scoping was undertaken to inform the project brief, both from technical requirements and key areas of deliverables. This will ensure adoption of the platform by organisations through a membership plan to schools in order to support a vital, sustainable funding stream for the charity.



## Researching the Efficacy of Our Apps

We had 37 participants complete our Clear Fear Research Study to test whether the Clear Fear app helps reduce symptoms of anxiety. Analysis of the results is underway and will be published in 2023.

## Collaborating to Extend the Reach of Our Apps

### a) Good Thinking

Good Thinking is an online service that supports Londoners to look after their mental health wellbeing in a way that works for them. Since its launch in 2017, over 700,000 people have used this digital service to tackle anxiety, stress, low mood, sleep problems, and other concerns.

Available 24/7 on any device, free, and completely anonymous, Good Thinking provides a range of resources to help Londoners improve their mental wellbeing. stem4 is proud to have renewed licences for our Clear Fear, Combined Minds, and Move Mood apps with this platform, which is doing such a valuable job in supporting young Londoners mental health.



### b) Leeds City Council

MindMate Leeds is the name for all the different ways children and young people in Leeds can get support with their mental health and wellbeing.

The MindMate website is an information hub for both professionals and young people in Leeds and includes (amongst other help) how young people can support their mental health through local services. stem4 is proud to have extended our licence with localised information, commissioned by Leeds Council, for self-harm support in the area.

### c) Harry Holland

To coincide with Blue Monday 2022, we collaborated with Harry Holland to promote our Move Mood app. In an Instagram video, Harry spoke about how useful Move Mood can be in setting and achieving goals and your daily tasks.

On the same day as the promotion from Harry Holland on social media, there were 2,967 downloads of Move Mood. Total Move Mood downloads up until December 2021 had been 41,600, with 11,483 Move Mood downloads from October to December 2021. The downloads just from the 18 January equated to 26% of the total downloads from the previous quarter. We are grateful to Harry for his candid support of stem4 and the great impact it has had on getting our Move Mood app into the hands of those who need it.

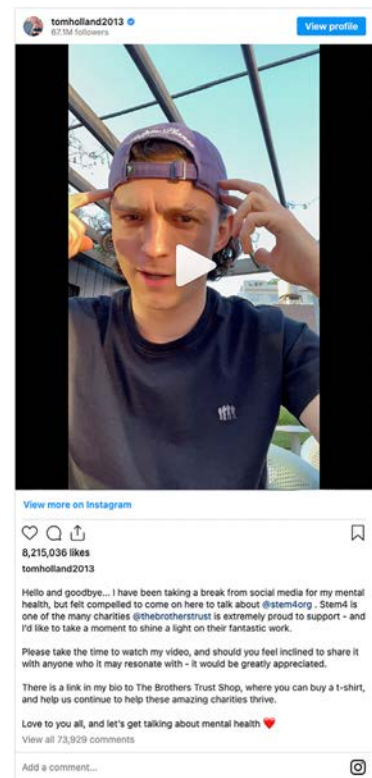
### d) Tom Holland

In a video posted in August, 26-year-old actor Tom Holland announced he had taken a social media break. In his video, Tom said he felt compelled to come on [social media] to talk about stem4, one of the many charities The Brothers Trust is extremely proud to support. 'I'd like to take a moment to shine a light on their fantastic work ... Love to you all, and let's get talking about mental health.'

Tom's incredible support boosted stem4's social media following by around 600%. There were 60,000 total app downloads, a 1,150% increase in total downloads compared to the previous period (Saturday 6–Wednesday, 10 August). All apps had significant increases in downloads, with the biggest increase being for Combined Minds which was 13,000+%.

Looking at traffic to all stem4 websites combined, we had almost 85,000 page views over that 5-day period (a 1,250% increase)—43,000+ of these page views were for the main stem4 site. On Sunday 14 (the day the video was posted), the main stem4 site received 16,000+ page views, which is a 12,000+% increase on the previous Sunday.

We are incredibly grateful to Tom for taking a few moments to record a video and talk authentically about the importance of protecting your mental health, that it's important to speak out even if it's difficult, and that there are alternatives (such as our evidence-based apps) that you can use to start the journey towards feeling better.



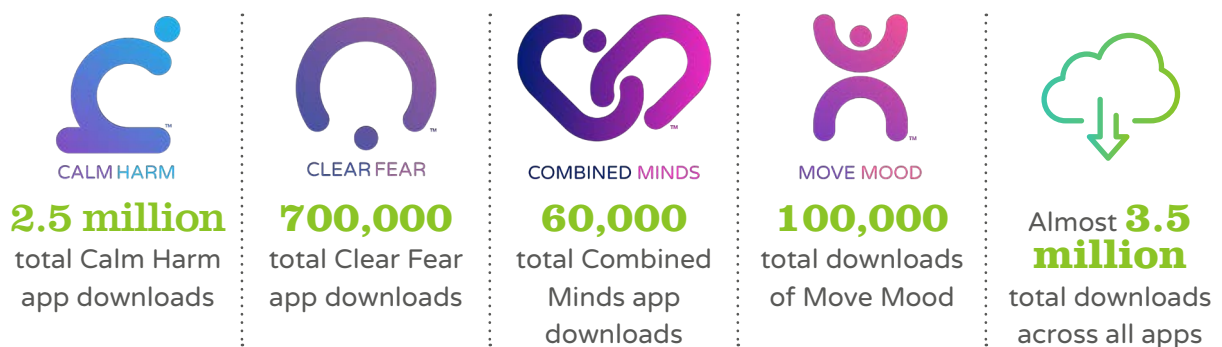
## Best Healthcare App of the Year 2021

### Health Tech Awards

stem4 is thrilled to have won Best Healthcare App of the Year for Calm Harm in the HTN Health Tech Awards 2021. It is brilliant to see continued recognition for our first app and, most importantly, to see how it is helping young people to 'ride the wave' of their urges to self harm.



### Apps in Numbers





“The Calm Harm app has helped me more than any other tool or service in managing my urge to self-harm. Simply knowing that the app is there gives me a sense of safety in my everyday life. I am super grateful to stem4 for their work.



“I would highly recommend this app for anyone looking to learn the basics of coping with fear and anxiety. It makes me calm just knowing I have this app available at my fingertips to use when I need it.



“I was worried about my friend when we couldn't meet at school during lockdown because he gets very depressed. We filled his safety net together and I have a copy of it on my phone so we can remind ourselves of what we need to do when things get hard.



“I just started Move Mood. I've gone through so many mental health apps to help me and none of them worked but the Move Mood app is great thank you.

## New Initiatives and User Voice

stem4's work is all about raising early awareness and highlighting the importance of early intervention, all while being led by young people. Two ways we have worked towards this include establishing our brand new Youth Advisory Group and creating a brand new podcast hosted by Dr. Nihara Krause.

### Youth Advisory Group

Young people are at the heart of everything stem4 does. From informing our app development, to guiding where we direct our resources, we strive to be youth-informed in what we do.

To enhance this, we set up a Youth Advisory Group. We began recruiting a small team of young people who care about the mental health of all young people and want to take an active role in collaborating with stem4 and embedding a youth voice and perspective in everything stem4 does. The initial specification included providing views on our digital products, website, resources, policies and procedures, new initiatives, and governance, and working with us to influence policy and practice.

We have already had two meetings with some of our Youth Advisory Group members and have been in awe of how dedicated and thoughtful the members have been. We look forward to recruiting a Youth Engagement Coordinator to manage this group and ensure this continues to be a fruitful endeavour, for both stem4 and the young people themselves.

### Understanding Teen Minds, stem4's Mental Health Podcast

In April, we released the first episodes of our brand new mental health podcast, Understanding Teen Minds.

Understanding Teen Minds aims to provide insight into the world of teenage mental health, looking at everything from signs and symptoms to early intervention.

Drawing on the extensive knowledge and experience of stem4 founder, Consultant Clinical Psychologist Dr. Nihara, along with the evidence-based resources and apps provided by stem4, we hope our podcast will be a useful tool and support for health and education professionals, parents, and young people alike.

Though we have targeted our initial episodes at GPs, we hope to broaden our podcast approach to include parents and carers, educators, and young people as well. Since releasing our first 3 episodes, we have had over 140 listens and look forward to expanding our reach.



## Highlighting the Need for Change & Campaigning with Impact

Mental health continues to rise on the public agenda, thanks to the longstanding work of charities and organisations like stem4. However, as the landscape young people operate in continues to evolve, it is important that stem4 not only continues to highlight the state of children and young people's mental health in the UK, but provides reasonable and positive steps forward.

### Conducting Important Research

#### 'Toxic masculinity' stopping boys seeking mental health support

As part of our Movember focus on boys' and young men's mental health, we surveyed 1,100 boys and young men, exploring their experiences with mental health. This stem4 survey found that fear of shame or feeling 'weak' is deterring many boys and young men from seeking help for mental health problems. The survey also showed that many do not receive support when they ask for it.

This informed our Movember approach where we focused on starting the conversation with boys and young men.

#### Four in ten parents have mental health difficulties, nearly 40% more than two years ago

Ahead of the first ever Parent Mental Health Day, we carried out a parent/carer survey which found that most parents and carers have little or no time to take care of their own mental health needs, leaving four in ten in mental health distress.

Nine in ten (86%) parents said the pandemic had left them feeling overwhelmed, unable to cope, and lacking balance in their life. Major factors were the effect of lockdowns and fears of more, the pressures of homeschooling (45%), fear of becoming ill (36%), work pressures and lack of work (29%), and financial difficulties (28%).

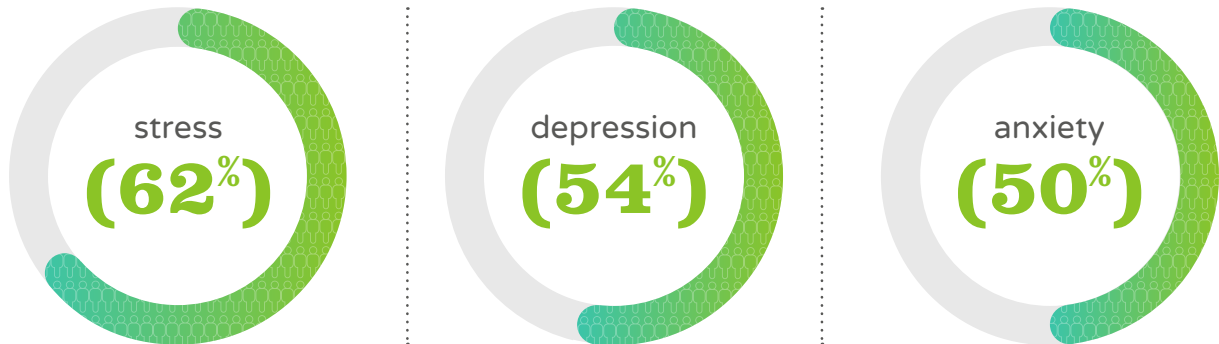


stem4  
**PARENT MENTAL HEALTH DAY™**  
27th January

**#TiptheBalance**

This set the stage for our Parent Mental Health Day theme #TiptheBalance where we focused on ways in which parents and carers can #TiptheBalance in their own lives and make sure they're not pouring from an empty cup.

The most common mental health problems were:



### 'A service in crisis', survey reveals GPs' concerns about mental health services for children and young people

In April 2022, we surveyed 1,001 GPs across the UK about mental health services for children and young people, with concerning results that services have deteriorated over the past six years.

Half of GPs (53%) said at least 6 in 10 referrals for anxiety, depression, a conduct disorder, and self-harm were routinely rejected by CAMHS as their symptoms were not deemed severe enough, as only the most at risk of harm are accepted for treatment.

stem4 has been tracking GPs views of NHS Child and Adolescent Mental Health Services (CAMHS) for the past six years. 2022 results show that:

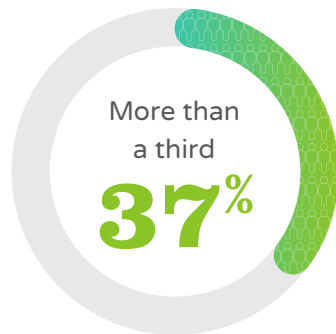


April 2022, survey of 1,000 GPs across the UK

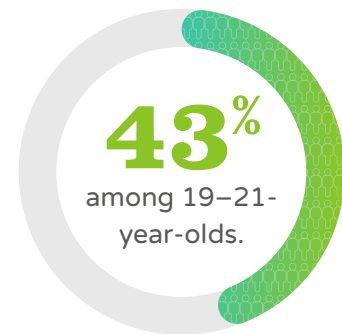
## A third of teenagers claim they have been prescribed antidepressants

A lack of access to effective psychological therapies has led to over-prescription of antidepressants for children and young people. These were the alarming findings of a new stem4 survey.

In stem4's survey of 2,007 young people aged 12–21, one in four (42%) 12–18-year-olds said they were currently experiencing mental health difficulties such as depression, anxiety, eating disorders, and self-harming behaviours. Of that 42%, just over a quarter had been able to access some form of treatment.\*



of 12–18-year-olds claimed to have been prescribed antidepressants to treat depression or other mental health conditions at some point during their short lives, rising to



\*Young people's claims that a third have been prescribed antidepressants differ from NHS England prescribing data.

## Three in ten young people say they can't quit or limit time on social media, even if it improves their physical and mental health

**#ConnectMeaningfully**

Following Tom Holland's video in support of stem4 where he announced his break from social media, we released some of the findings of Youth Mental Health Day survey early. These showed that young people were now three times more likely to connect with friends online than they were to meet up in person.

But lack of social connections in the real world, and pressure to look and behave a certain way online, had left half (50%) of young people saying they lacked social confidence and that anxiety and fear of rejection was holding them back from making new friends. Two thirds of young people said they went on social media every day to connect with friends

**2 in 3**  
went online every day to meet with friends

**1 in 3**  
met up with friends in person

These results helped to highlight the importance of focusing on how to #ConnectMeaningfully.

## Survey reveals fall-out of COVID-19 on young people's social confidence and mental health

Following our press release on the impact of social media, we released new findings to mark Youth Mental Health Day 2022 itself. The results showed that young people reported feeling lonelier than ever, calling for tools and opportunities to help them develop their social confidence.

Nearly four in ten young people aged 12–21 said they had lost social confidence as a result of the pandemic, with many reporting feeling lonely and struggling with mental health issues. The far-reaching fallout of 'the pandemic' had left many (71%) young people struggling to maintain meaningful relationships.



## stem4 Survey Data in Numbers

According to stem4's survey of 2,007 young people aged 12–21:

**46%**

Almost half of young people said they were currently experiencing mental health difficulties such as anxiety, depression, and self-harming behaviours.

**44%**

More than 2 in 5 said they felt lonely

**45%**

Almost half of young people said 'feeling anxious' would hold them back from making new friendships and connections. Exactly half overall said it was 'fear of rejection'.

**66%**

Two-thirds of young people said they would describe relationships with their friends as meaningful.

**(37%)**

Over a third of 12–18-year-olds claimed to have been prescribed antidepressants to treat depression or other mental health conditions at some point during their short lives.\*

\*Young people's claims that a third have been prescribed antidepressants differ from NHS England prescribing data.

# November

Every year, the charity Movember devotes the month of November to raising awareness of issues affecting men's health and raising funds for projects that support these issues. In 2021, stem4 joined in this campaign for the first time and used this month to contribute to the conversation around men's mental health.

## How we supported male mental health

- We created a booklet filled with discussion points to help everyone start a conversation around male mental health, whether they were a parent of a boy or young man, a friend, or a teacher.
- We created a parent/carer-specific booklet called Starting the Conversation which had tips for parents/carers in supporting boys' and young men's mental health, conversation starters, and signposts to further resources.
- As part of our first series of podcast episodes aimed at GPs, we released an episode called 'Eating Disorders in Boys and Young Men, for GPs'.
- We held a webinar for parents and carers where Dr. Nihara Krause was joined by stem4 Ambassador Shad Ahmad to discuss how we can support the mental health of boys and young men.





# Youth Mental Health Day 2022

#YMHD



In September 2022, stem4 hosted its third national Youth Mental Health Day (YMHD) to encourage understanding and awareness of mental health in young people, enabling them to live happy and healthy lives all year round. Each year, the day aims to get young people, and those who support them, talking about how to improve mental health.

The theme for 2022 was #ConnectMeaningfully and the campaign focused on the importance of building and maintaining meaningful connections and relationships. YMHD 2022 invited young people across the country to reflect on how their relationships (with family, friends, classmates, teachers etc.) had changed over the last couple of years. Young people were asked to share how they could make genuine connections, and then foster positive relationships that support good mental health.

We initially had a brand new date of 19 September to allow for more schools to join in. However, this was postponed further to 22 September due to the funeral of HRH Queen Elizabeth II. Nevertheless, the day went ahead with substantial support (including from Place2Be, Safer London, Samaritans, and Mind) at a time when the importance of connecting meaningfully was particularly paramount.



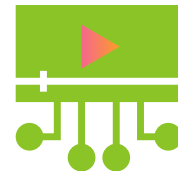
## YMHD in Numbers



**43,000**  
views on the stem4 website in September (a 20% increase on the monthly average), and almost 10,000 on the dedicated YMHD webpage



YMHD 2022 saw a **180%** increase in page views to the website, compared to a typical day



The YMHD video had **20,000+** impressions on Twitter and **39,000+** views on Instagram

# Parent Mental Health Day 2022

**#PMHD**



stem4  
**PARENT MENTAL HEALTH DAY™**  
 27th January

In January 2022, stem4 launched its first ever Parent Mental Health Day (PMHD). PMHD 2022 shone a light on the unsung heroes who had parented under changed circumstances throughout the pandemic, but now needed some focus on themselves. As the pandemic continued for far longer than anticipated, with constant challenge and strain causing inevitable exhaustion, #PMHD 2022 focused on practical ways parents and carers could regain equilibrium in their lives and #TiptheBalance towards positive mental health.

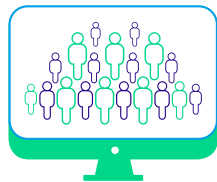
We created a Balance Pack for parents and carers to help them #TiptheBalance to positive, both at work and home. We also held a webinar where we were joined by Parenting Mental Health founder Suzanne Alderson to discuss how parents and carers can look after their mental health and work to regain equilibrium.



## PMHD in Numbers



**42,000**  
 views on the stem4 website in January 2022, and 6,750 on the dedicated PMHD webpage



**119**  
 webinar attendees



**98%**  
 of attendees said that they found the speakers engaging



**95%**  
 said that the webinar helped them to be more informed about parent mental health

stem4 Impact Figures

**15,000+**

views of the stem4 resources page

**420+**

people attending stem4 webinars

**690,000+**

app downloads



CALMHARM

**477,000+**



CLEAR FEAR

**129,000+**



COMBINED MINDS

**21,000+**



MOVE MOOD

**66,000+**

YMHD

**4,000+**

page views on YMHD itself (~180% higher than a typical weekday)

**2,200+**

downloads of YMHD resources

PMHD

On LinkedIn, stem4 had a

**1,380%**

increase in page visitors & a

**567%**

increase in page followers\*

**1,700%**

increase in reach on stem4's Facebook page\*\*

**1,000,000+**

page views of stem4 websites (incl. app websites)

\*on PMHD itself compared to the day before – \*\*in the week of PMHD – All figures calculated for the reporting period.

## Awards

### Best Mental Health Charity 2022

#### Global Health and Pharma: Healthcare and Pharmaceutical Awards

As a brand, GHP takes pride in awarding businesses and professionals who have gone above and beyond to play a pivotal role within this ever-evolving sector. The awards programme continues to acknowledge leading pioneers and technology developers across the globe. This awards programme truly demonstrates the strength of individuals and businesses as they make huge differences to the people around them.

### Charity of the Year (small) 2022

#### Third Sector Awards

This prestigious award goes to the charity or voluntary sector organisation that has had a truly exceptional year and whose recent achievements have attracted the admiration of the sector.

The judges described stem4 as ‘Packing a lot of punch for a small charity—a strong impact developed through strong relationships.’

### Charity Chief Executive Officer (Dr. Nihara Krause)

#### Third Sector Awards

This accolade is awarded to the chief executive who has made an outstanding contribution to their organisation, or the wider sector, over the past year.

The judges highlighted ‘Dr. Krause is doing some amazing work. To create this much good, voluntarily, on top of your day job, is extraordinary.’



## How You Got Involved

Though many charities have been affected by the cost of living crisis, we are grateful to each of our fundraisers and volunteers for enabling us to continue providing vital resources that support teenage mental health.

### Wishing Tree

Following the success of the stem4 Wishing Trees started by volunteers Ali Love and Julie Lenon in 2020, the stem4 Team and our volunteers headed back to Wimbledon Common in December 2021 to spread some festive cheer. By making a donation, visitors were able to write a message on a tagged bauble and hang it on the fir trees. stem4 raised almost £4,000, enjoyed some wonderful conversations with parkgoers about the importance of supporting positive mental health in young people, and spread positivity and festivity in the lead up to Christmas

Throughout the year there have been countless amazing individuals who have taken on challenges to support and fundraise for stem4—from hockey club fundraisers to rowathons, off road cycling from Exeter to Eastbourne to cycling the length of Spain, and even a Great Norse run. We are thankful for each and every fundraiser and volunteer who chose to support teenage mental health with stem4 in 2021/2022.

### Across the Atlantic in 51 Days and £152,000 Raised for Youth Mental Health

In the early hours of February 2, 2022, Tim Harris and Simon Calver arrived in Antigua after rowing across the Atlantic as part of the Talisker Whisky Atlantic Challenge. The duo (Team MINDCRAFT) completed the 3,000 nautical mile row in just 51 days 14 hours and 43 minutes. After being confined to a small space in their Rannoch25, enduring a two hour on/off pattern of row/sleep, and facing waves of up to 40ft, the pair are now official ocean rowers.



“ We were drawn to stem4 by their ‘positive’ mental health message and clever use of apps to engage with teenagers. It’s also a super friendly, driven and passionate team. We were honoured to be able to help.

– Tim Harris, Atlantic Rower

Tim and Simon chose to undertake this challenge in support of stem4 as they were determined to support the promotion of positive mental health to enable young people to achieve happy, healthy, and fulfilling futures—they have raised a staggering £152,000. Everyone at stem4 would like to extend a massive congratulations to the pair for completing the challenge, and a huge thank you for the astounding amount raised.

### Challenge Events

Throughout the year, our supporters took on a variety of challenge events (such as RideLondon-Essex 100 and The Big Half) to help raise vital funds for stem4 and teenage mental health. stem4 is an avid proponent of building resilience, and everyone who took part in any kind of challenge event is a testament to how important and powerful resilience is.

## Creating and Fostering Partnerships

It is important to stem4, as a growing organisation, to make new connections with other organisations, groups and individuals that share our vision.

### Corporate Partnerships

#### Peel Hunt

stem4's charity partnership with Peel Hunt began in July 2021, with an Olympic themed event. A sponsored London to Paris cycle ride was a highlight of the year with many staff taking part and raising a very significant sum. From bake sales to an exercise bike challenge and pancake day celebrations, the team has had great fun getting involved.

Peel Hunt is a specialist investment bank with highly rated, sector-aligned Research, Sales and Investment Banking teams, with a current retained corporate client list of around 150 listed companies, over 1,200 institutions who have signed up to receive its research, and a trading platform that makes markets in around 3,500 equity and fixed income products.

stem4 looks forward to following and supporting Peel Hunt's exciting events and activities through this partnership.

“stem4 was voted for by our employees. I believe this was because i) both organisations share similar values; ii) mental health is an area that affected so many people post pandemic and Peel Hunt employees were keen to be educated further and to help others; iii) employees wanted to help a smaller charity where our fundraising could really make a difference. Since our partnership began in 2021, it has been a pleasure to work collaboratively with Caroline and her team in getting our employees taking part in challenge events including a team cycling from London to Paris and numerous office fundraising events. When our partnership ends we will miss our brainstorming fundraising idea sessions.

Rachelle Cornel, Director of Marketing and Communications, Peel Hunt

#### JDE

The charity intern team from JDE have started the partnership off with some fantastic ideas and amazing enthusiasm. A group of 10 students on their placement year, their aim is to take this opportunity to make a difference. Over the course of the year, they will be hosting events to raise donations for and the profile of stem4 as they recognise the increasing prevalence of mental health concerns. We have loved watching their journey to date with lots more to come.

## Fostering Fruitful Corporate Partnerships

This year, stem4 has been grateful for the many corporate partners, small and large, who have committed to supporting teenage mental health as part of their Corporate Social Responsibility (CSR) initiatives. From local teams to the international sector, we welcome their enthusiasm, generosity, and interest in stem4.

## Trusts and Foundations

stem4 continues to strengthen its success from support by trusts and foundations to fund expanding project delivery and meeting core needs. We are committed to strengthening our donor cultivation, stewardship, and communication plan and have a robust pipeline of funding opportunities to support continued growth. We are especially grateful to have (had) support from the following trusts and foundations:

TK Maxx and Homesense Foundation

The Brothers Trust

Edgar Lawley Foundation

Comic Relief

NOMINET UK

Generations Foundation

Capital Group

The Iliffe Family Charitable Trust

Wilson Family Trust

Ernst & Young Foundation

Vascroft

# stem4's Strategic Objectives

## Consolidating, Developing, and Expanding Core Work

### Our actions will:

- increase our digital resources, including staff and expertise.
- ensure clinical safety continues to be met and all compliance procedures continue to be followed.
- promote youth engagement and views through setting up a youth committee.
- measure the effectiveness of each app and the education programme.
- measure the effectiveness of COVID-19 resources and adaptations.
- adapt existing apps to further support COVID-19 impact.

## Focusing on All Our Audiences—Young People, Their Parents and Carers, Schools and Health Professionals, and Especially the Most Vulnerable

### Our actions will:

- develop new ways of ensuring our audiences receive the care and help they need.
- ensure decision makers, schools, health commissioners, and professionals better understand how to support these vulnerable groups.
- work with parents in the care and development of their young person's mental health and wellbeing, including working parents.
- explore new ways to involve and reach BAME, LGBTQ+ communities, and other minority communities with high mental health needs.
- focus on diversity and inclusion (content, data, and products).

## Focusing on Enhancing Mental Wellbeing

### Our actions will:

- promote self-care of mental health and enhance peer-to-peer support in young people.
- develop links with schools to establish early protective factors and resilience tools.
- develop digital tools to help increase wellbeing.
- create national campaigns on enhancing resilience and wellbeing, such as Youth Mental Health Day.



## Capacity Building through Considering a Business Arm to the Charity in Order to Increase Resource

### Our actions will:

- provide clever growth of the organisation.
- develop a business arm to support growth.
- get resourcing right in order to increase organisational capacity.
- monetise current opportunities.
- demonstrate impact.

## Extending Reach and Market Penetration of Existing Products

### Our actions will:

- extend our reach beyond 100,000 young people per year.
- focus on our marketing resources and strategy to help us deliver our objectives.
- extend work with schools and colleges and explore extending work to the upper end of junior schools and universities.
- work with school nurses and GPs, School Mental Health Team professionals, and other primary care professionals to provide tools for early awareness and early intervention.
- find opportunities to work with statutory organisations such as the NHS, DfE, RCGP, and Public Health England.
- explore International opportunities such as the US, Canadian, and Australian markets where app downloads are high.



# stem4 Family

This year, the stem4 team has grown larger than ever!

Our team now includes a CEO, 6 Trustees, and 11 members of the Management Team:



Dr. Nihara Krause  
CEO



Caroline Cox  
Director of Development



Katie Donell  
Digital Lead



Yvette Nieslony  
Lead Technical Officer /  
Data Protection Lead



Philippa Beeson  
Education Coordinator /  
Safeguarding Lead



Rita Nagy  
Administrator / Project  
Manager



Rachel Edwards  
Digital Coordinator



Kristina Eventov  
Communications  
Coordinator



Geraldine Hellings  
Finance Manager



Dr. Richard Graham  
Clinical Director



Tamanna Chowdhury  
Administrator



Rosie Adkins  
Community Partnerships  
Manager (Until Feb 2022)



Liz Davies  
Finance Manager  
(Until June 2022)



Jordan Ng  
Digital Intern  
(July-Sep 2022)



Franz Ranero



Debbie Ward



Shren Wiseman



Andrew Sales



Dr. Annie Murphy



Serkan Gurgin

# Thank You to Our Supporters

stem4 would like to extend sincere thanks to our many supporters and partners this year, too many to mention individually but including:

- Co-op Community Partnership
- M&S Greenford
- Waitrose Community Matters Wimbledon
- Peel Hunt
- CIBC
- Whoski
- Diespeker & Co
- Merkle
- Senso Communications
- Terra Ferma Media
- Videobop
- AWP Creatives
- HMA
- Freestyle Print
- ORCHA
- Wimbledon Windmilers
- Boomerang
- Pro Bono Economics
- St Michaels PCC
- Allen & Overy
- Barclays
- Fenwick
- SME Capital
- Rathbones Group plc

A huge thank you also to each and every individual who volunteered, took part in a fundraising event, sponsored, or supported stem4 in any personal capacity this year. We couldn't have done it without you.

# Principal Risks and Uncertainties

The Trustees have responsibility for reviewing the risk management process. In addition to the stem4 Strategic Risk Register to monitor progress on strategies to mitigate risks, there is a Clinical Risk Register for each of our digital products alongside a Hazard Log and an Operational Risk Register. Each risk is listed with an action, mitigation steps, and procedures. Risks include operational, financial, and reputational. Insurance cover is reviewed annually.

Our key risks at this time include:

## 1. Safeguarding

Safeguarding continued to be a priority for stem4 throughout 2021–2022. As our normal service resumed following the pandemic, we recommenced our work in schools and in the community, and continued our work online through webinars and podcasts. Our Designated Safeguarding Lead ensured that policies and procedures were up to date for work with young people and their families both online and in person. All staff, Trustees, and Ambassadors completed e-Safeguarding training and read required government guidelines. All staff, Trustees, and Ambassadors have DBS certification.

## 2. Managing Our Data and Cyber Security

With cybercrime increasing all the time, failure to secure our information systems from attack could lead to loss of service, loss of data, and even put people at risk, leading to reputational damage, regulatory breach, and fines.

We have recently reviewed all our systems, policies, and procedures. This work is the groundwork we needed to complete before applying for our Cyber Essentials accreditation which we are currently progressing through. The Cyber Essentials accreditation is an initiative set up by the National Cyber Security Centre (NCSC). The benefits of this accreditation include helping us guard ourselves against the most common cyber threats and demonstrating our commitment to cyber security. An independent organisation will be assessing us for this accreditation.

## 3. Ensuring the Clinical Safety of Our Apps

Clinical Safety is a key priority at stem4 and all of our apps follow strict clinical safety guidelines and protocols, including risk assessments, hazard logs, and mitigations of risks which are also reviewed annually. Whilst the risk assessments have been undertaken in collaboration with partner Ethos (Clinical Safety Specialists in Digital Health) who provide the clinical safety overview alongside Dr. Krause, stem4 also undertook training an in-house team in this area.

This involved the Digital Team being trained in how to implement the NHS Clinical Safety standard DCB0129—Clinical Risk Management. In addition, Nihara undertook an NHS Digital Training to achieve recognition as a Clinical Safety Officer, which is core to the NHS standards.

#### 4. The Digital Technology Assessment Criteria

The Digital Technology Assessment Criteria (DTAC) for health and social care gives clinical staff, patients, and citizens assurance and confidence that the digital health tools stem4 is developing meet the NHS clinical safety, data protection, technical security, interoperability, and usability and accessibility standards. It is the national baseline criteria for digital health technologies entering and already used in the NHS and social care. At stem4, we are currently working with Ethos to ensure we achieve DTAC status successfully. Presently, we are well on the way to achieving DTAC status for all of our apps. In addition, we have already incorporated these criteria into the development of our latest app which is due to be released in October 2022. As a result, we have now incorporated these criteria as a standard operating practice in our processes and procedures for new project developments.

# stem4 FINANCES

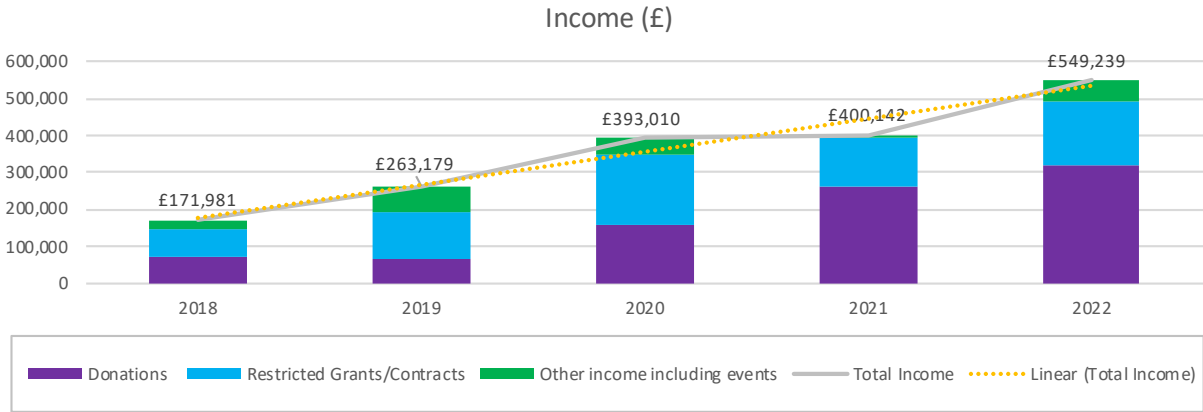


# stem4 Finances

## Where Our Money Comes From

We raise funds from a variety of sources. Having a diverse number of income streams continues to be a very important part of our long term strategy. Grants, trusts, corporate partners, individual donations, and community fundraising all continue to play a key role in funding charitable activities and we are very grateful to everyone who has supported us.

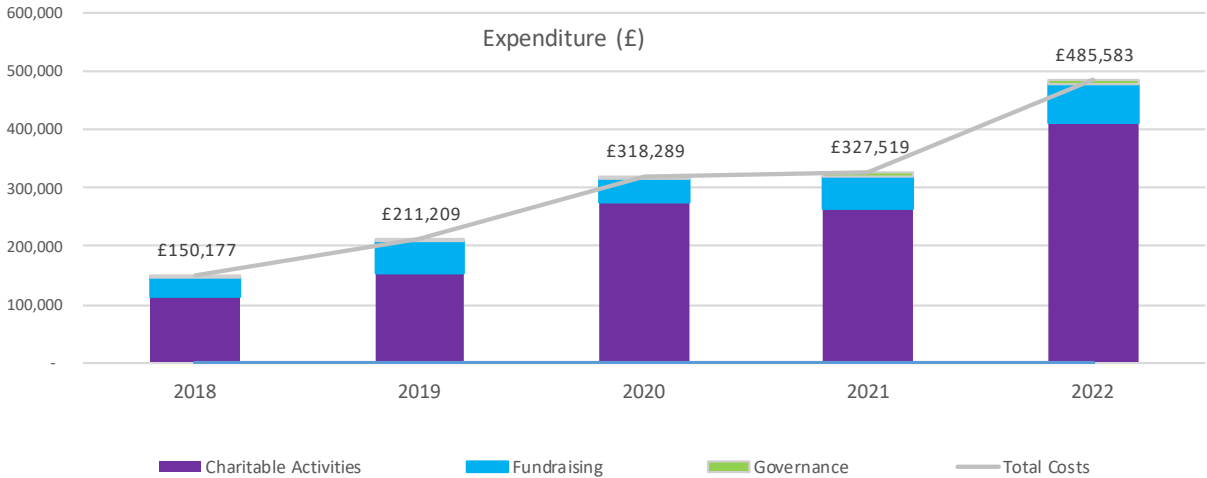
stem4 continues to grow and explore 'clever' growth opportunities, including exploring commercial opportunities within the charity and through our business arm, stem4 wellbeing CIC. This allows us to continue to invest in infrastructure and governance as we grow, and to support our core costs to allow us to sustainably deliver our charitable activities.



## Where Do We Spend Our Money?

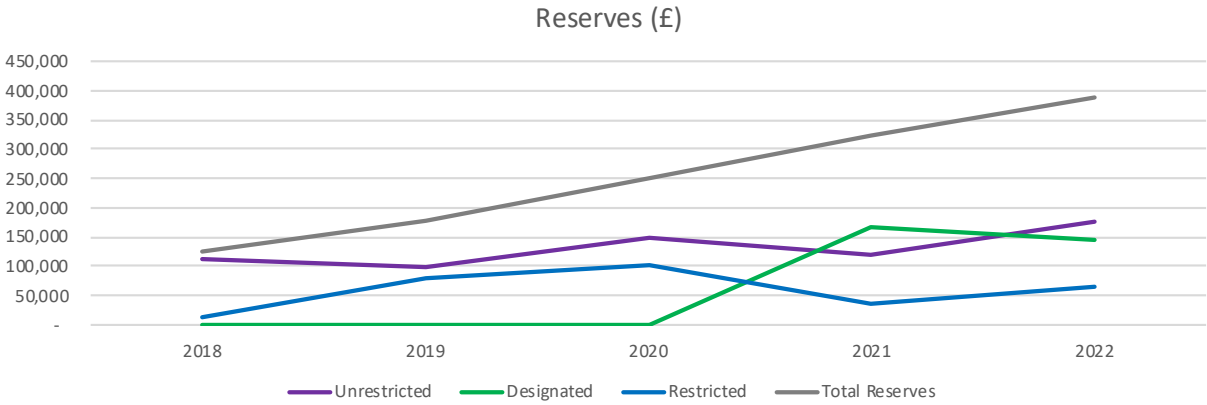
Of this, 60–70% is spent on mental health apps (Calm Harm, Clear Fear, Combined Minds, Move Mood, and Worth Warrior). Around 20% of spend went to support new initiatives. Education spend is a growing area, in particular digital delivery. We continue to host online conferences to parents, teachers, and health professionals, and expanded school use of stem4’s Head Ed teaching resource. We continue to invest in surveys, impact evaluations, and campaigns (e.g., Youth Mental Health Day, Parent Mental Health Day), as well as key areas of governance including clinical safety and safeguarding.

Looking ahead, in line with our strategic aims, we will continue to deliver on core existing programmes, expand in key areas of need, and invest in infrastructure to support growth.



## Our Reserves

We understand the importance as a charity of building a strong reserve base. Our reserves are pivotal as a strategic enabler for us to continue to fund our growing number of digital products, our education programme, and targeted projects. stem4’s Trustees monitor reserves closely, balancing the need to maintain levels in line with reserves policy against the application of funds to planned charitable work. In 2022, the Trustees reviewed future projects and designated unrestricted funds above the reserves policy towards these areas.



stem4’s independently reviewed Report and Accounts for the year ended 30 September 2022 can be found on pages 33 to 63.



Charity registration number 1144506

Company registration number 07779151 (England and Wales)

## **STEM4**

### **ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 SEPTEMBER 2022**

# STEM4

## LEGAL AND ADMINISTRATIVE INFORMATION

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|                             |   |
|-----------------------------|---|
| <b>Trustees</b>             | Dr N S Krause<br>Mr F J Ranero<br>Mr A G Sales<br>Ms D V Ward<br>Ms S E Wiseman<br>Dr A Murphy<br>Mr S Girgin |
| <b>Charity number</b>       | 1144506   |
| <b>Company number</b>       | 07779151  |
| <b>Registered office</b>    | 51 St Georges Road<br>Wimbledon<br>London<br>SW19 4EA   |
| <b>Independent examiner</b> | Azets Audit Services<br>Ashcombe Court<br>Woolsack Way<br>Godalming<br>Surrey<br>United Kingdom<br>GU7 1LQ    |

# STEM4

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# STEM4

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 SEPTEMBER 2022

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The trustees present their annual report and financial statements for the year ended 30 September 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

### **Objectives and activities**

The charity has established expenditure to achieve its objectives for public benefit to improve the lives of young people through early detection and intervention of common mental health problems – eating disorders, anxiety & depression, self-harm, and addiction. There has also been considerable focus on building resilience post pandemic.

stem4 provides a direct response to the growing number of young people being affected by these conditions, the figures post pandemic are large with traditional resources stretched, and the goal is to empower them to make positive changes early in their lives to prevent enduring physical and psychological effects as well as offer them evidence-based early intervention to help manage their symptoms either as they wait for treatment or as possible treatment if they do not meet the threshold required for help.

We review the forecast expenditure annually to ensure that it reflects the charity's objects and thereby advances public benefit. The beneficiaries of our programme are ultimately young people and those at risk of developing mental ill health in the future as well as their families and their schools. We also offer mental health training in conference format to GPs and school nurses to increase the network of early support.

### **Strategic Overview**

Throughout 2021-2022, the pandemic has continued to impact the lives of all in the UK with emerging evidence of considerable impact on several groups, including young people. Political unrest, health service burden, catch up on missed education opportunities as well as rising concerns on family finances have further made recovery from the pandemic slow. The outcome has been an increase in mental ill health in the population. Young people who were unwell prior to the pandemic have experienced worsening symptoms with less access to help.

Our vision to protect the mental health of young people enabling them to live happy and healthy lives lies at the core of everything we continue to do. Our strategy to focus on early intervention and to provide evidence-based, effective, digital tools to meet demand and to extend reach continues to be vital. To deliver our strategy, we have continued to ensure our income grows and that we also have a clear plan for generating sustainable income. This is in order that we have the resource to develop and deliver our offers to the young people who lie at the heart of what we do and their families, schools and colleges and primary healthcare professionals.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

## STEM4

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

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#### Achievements and performance

During the year the charity has continued to expand its digital offerings, supporting more young people, as set down in the business plan. Given the need to support the rise in eating disorders after the pandemic, and meet demand, especially for mild-moderate difficulties, which the current health service is struggling to deliver, the charity has been able to create a fifth app. In addition, there has been an increased focus on promoting awareness including the continued ownership of Youth Mental Health Day in September and the launch of Parent and Carers Mental Health Day in January; to launch our mental health education programme to as many UK schools as possible and to target our apps to those who are in most need.

The stem4 suite of apps:

The newest app is called 'Worth Warrior' and is for body image issues associated with eating disorders. This app is funded through the National Institute of Health Research (NIHR) and the grant is for one year. The grant includes for an NHS Ethics Committee approved research project to measure both quantitatively and qualitatively the impact of the app. There has been further success in market penetration of all other stem4 apps. The 'Calm Harm' app (self-harm) was redeveloped onto a new tech stack and the 'Clear Fear' (anxiety), Combined Minds (for Parents, Carers, Friends) and Move Mood (depression) apps are widespread. All four of these apps continue to provide licensed versions to Leeds Council (Calm Harm) and NHS North and East London CSU, through Good Thinking (Clear Fear, Combined Minds and Move Mood) and an undisclosed by request corporate (Clear Fear). There will be an ongoing focus on ensuring our apps meet all regulatory needs as required by the NHS. These technical requirements are expensive, and we are grateful to Nominet for choosing stem4 to be in their #Reset grant scheme which has enabled us to complete and market several of our digital products as well as invest in the technical and training requirements that help us deliver our services. Investment has also been made into the training required for an expert in-house clinical safety team.

stem4's App Library won the 'Tech for Good Initiative' at the Digital Leaders 100 Awards after several rounds, including interviews and public voting. The award recognised stem4's excellence in using evidence-based methods to clinically produce all four apps that support young people, as well as stem4's pioneering and sustainable approach to digital transformation in the UK.

The Head Ed suite of mental health videos with lesson plans was launched in 2021 and we are grateful to the Nominet #Reset grant to enable us to do this. Head Ed was endorsed by the Anna Freud Centre and at the end of September 2022 had around 1000 schools in the UK download it. We were grateful to the Brother's Trust for supporting new modules to be developed to meet emerging need, including asking for help and eating disorders.

stem4 survey data continues to be promoted on national media and in national campaigns including informing government think tanks. stem4 social media had grown rapidly and was specifically boosted in August when Tom Holland (aka Spiderman) made an announcement on social media on the stem4 apps. All stem4 campaigns have been very effective at promoting our message and both national and international involvement. stem4's Movember boys and men's mental health campaign in November 2021 was very well received both on social media and in webinar attendance and will continue to be an important way to support this group's mental health.

Several corporates have supported stem4 this year. Whilst every donation goes a long way to supporting what we do we are particularly grateful for the generous donations throughout the year by Peel Hunt and CIBC.

A strategy planning meeting facilitated by Sharon Wright, strategy and policy development consultant, Creative Wit, was held to review existing business plans. The stem4 team continues to expand as the charity grows, and a project manager officer was appointed in the year to manage the increase in volume and complexity of projects to ensure continued quality delivery as well as a consultant child and adolescent psychiatrist to help as clinical director. The ideas of recruiting to a Chief Operating Officer role were put on hold after two major disappointments. A Director of Development will, instead, help with the growth plans of the charity.

Many new roles are needed. In particular, the need to demonstrate impact of our digital products is pressing and the intention is to appoint to an impact insights and measurement role. The need to recruit to a marketing role is also much needed.

## STEM4

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

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The charity has had to move office to accommodate for the growing team and because of the generous office grant by the Generations Trust coming to an end in December 2021. The new office address is 51 St George's Road, London SW19 4EA. This has enabled the charity to grow since it has capacity for 6 desks and a meeting room for training needs and continues to create links with the community and local corporates.

In accordance with generating a sustainable funding source stem4 wellbeing CIC was also created. This will remain dormant until new business is sought over the next financial year. Two new business ideas are being investigated, finance ring-fenced to help create the business idea and a business plan written, which will provide a sustainable source of income to the charity.

The charity held an AGM in the year confirming the reappointing of Azets as accountants to perform the charity's independent review.

#### Financial review

The charity's income increased by £149,097 for the year to 30 September 2022 to £549,239.

Donations in the year were gratefully received from individuals, schools, corporates, trusts, and local community groups. Grant funding has helped drive the development and market penetration of the stem4 digital products including COVID-19 support grants. In addition, the charity continued to generate new funding from contracts providing customised versions of their apps to service providers.

Expenditure rose from £327,519 to £485,583. This was in line with planned developments as well as funded projects, including the charity's multi-targeted response to COVID-19.

The total income for the period was £549,239 (2021: £400,142) with associated expenditure of £485,583 (2021: £327,519) giving a surplus for the year of £63,656 (2021: £72,623)

Restricted Funds grew from £37,709 to £65,167, including funds very gratefully received from Co-operative, Head Ed (Big give), Nominet Reset Mental Health, National Institute for Health and Care Research, BNB and Tides Foundation.

Ongoing app maintenance, maintenance of quality and clinical risk, effectiveness evaluation and support costs continue to grow as new apps and digital education services are released and are updated to incorporate feedback from the fast-growing user base. The charity continues to adapt and explore regular, sustainable funding initiatives to support the provision of its expanded portfolio of products and services and future growth plans.

The charity would like to thank individuals, schools, corporates, and grant-makers for their important support in the year as well as the organisations that have generously offered their services on a pro-bono basis.

#### Reserves policy

The trustees aim to maintain a sufficient level of free reserves in unrestricted funds to safeguard the organisation, protect options for future development and to achieve the following:

- The option to develop new services or expand current ones in line with the changing needs of the community
- To ensure that delays in the receipt of expected income does not interrupt services or cause serious financial difficulty for the charity; and
- The ability to survive unexpected setbacks and problems arising from internal or external causes.

The trustees review reserves at least quarterly and the policy threshold annually to ensure that there are sufficient funds to maintain the charity's financial stability and ongoing development. The current policy approved in July 2021 requires target free reserves to be maintained to cover six months' unrestricted operational expenditure. The trustees consider this to be the best way of furthering the charity's objectives. After making allowance for any restricted funds, and funds designated by trustees, the charity's free reserves at 30 September 2022 were £176,198 (2021: £120,000). This aligns to the trustees' policy for reserves.

## STEM4

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 30 SEPTEMBER 2022*

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#### **Risk management**

The trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems, policies, and procedures to manage them at every trustee meeting.

The trustees consider variability of investment returns. Our major operational risk is the extent to which the teaching and digital offerings successfully advance early knowledge and practice to the benefit of those teenagers and family who are at risk of a mental health condition in the areas we target. The trustees manage this risk by retaining trustees of sufficient skill and expertise to chair the academic and research input and through quality control. A secondary mechanism of measures from conferences and digital offerings also assists quality.

## STEM4

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

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#### Plans for future periods

The charity aims to continue to consolidate, develop, and expand core work. This will include developing further links with schools, colleges, universities, and other educational institutions. We will continue to meet our target of supporting a minimum of 100,000 young people per year. Focus will be to widen our educational remit through the Head Ed digital programme that can be used in schools and colleges by educators and by continuing to provide both online and face-to-face mental health literacy via real life conference and training programmes to our various audiences – students, parents and carers, teachers, health care professionals. We will continue to evaluate, update effectiveness and workings of as well as provide efficacy data on existing digital products, monitor impact, and explore further additions to our app portfolio based on need. We will also follow through with continuing to offer clinical safety and effectiveness to the highest standards through following ongoing developments in digital safety and aim to seek to develop ongoing collaborative work with statutory providers in health and education. The work we have done during the pandemic has strengthened our focus on communities where there are high levels of need including BAME and LGBTQ+ communities and we have expanded the numbers of schools/colleges we work with as a result. We will continue to develop the work we offer to these communities and expand reach and impact. We anticipate the need for significant support and rehabilitation work to help children and young people's mental health recover post pandemic but also to be affected by a variety of social determinants and are preparing to assess need and provide support for emerging conditions, especially in the light of traditional resources such as the NHS being further stretched. We will continue to work co-collaboratively to co-produce our resources and will develop our community support functions. We will also look to promote youth engagement and views through forming a Youth Committee and employing a Youth Coordinator. We will endeavor to appoint marketing help to promote our existing products.

We will continue to aim to specifically extend reach and market penetration of existing resources with a goal to reach a 100,000 of our audience annually. We continue to have a range of plans to help with this including expanding the age ranges we work with including universities and the upper end of junior schools as well as different population groups, especially those most vulnerable and who lack access to high quality mental health support. We will focus further on our marketing, digital marketing and social media and communication strategies and explore more opportunities in areas where our app downloads are high. We will continue to be the hosts of National Youth Mental Health Day and National Parents and Carer Mental Health Day annually as well as release at least two national research surveys per year.

We will be continuing to explore capacity building to help the charity meet its future goals and increase internal resource through developing the CIC arm of the charity to help with organisational resourcing.

In addition to mental ill health, we will have further clear focus on enhancing and developing well-being and resilience and will develop a clear recovery plan to help support the growth of positive mental health in the communities we work with. This will include a focus through the CIC on B2B marketing of wellbeing products and the marketing of our apps abroad.

The charity will continue to be compliant with data change regulations and update all relevant policies as required. This will include relevant training and updates on data protection, GDPR and cybersecurity.

The charity has taken steps to provide safeguarding training to all stem4 members including trustees and ambassadors, as well as review and agree on safeguarding protocols and procedures. There is a clear digital safeguarding policy, a safeguarding log, a risk matrix and log, a trustee with safeguarding responsibility and the designated safeguarding lead (DSL) who receives ongoing training and supervision from a specialist safeguarding consultant, a risk/compliance trust who attends the risk meetings with the operational team and feedback at trustee level. A commitment to an annual safeguarding training programme has also been made. In order to maintain governance to the highest standards the trustees also meet with the Director of Development and without the chair to review governance of the chair/CEO role at every trustee meeting.

The charity is also taking steps to have training in clinical safety management for our apps, and will have a training programme to have an internal clinical safety officer, data protection and compliance officer as well as agreed clinical risk management protocols and procedures validated by an NHS approved body.



## STEM4

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

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#### Structure, governance and management

The Trust is a registered charity (number 1144506) and a limited company (number 07779151). The charity was established through active fundraising and seeks to continue the charitable work through the careful stewardship of fundraised resources.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr N S Krause  
Ms A C McKenzie (Resigned 7 February 2022)  
Mr F J Ranero  
Mr A G Sales  
Ms D V Ward  
Ms S E Wiseman  
Dr A Murphy  
Mr S Girgin

Under its Articles of Association, the charity is able to appoint new trustees and re-elect existing trustees. At each annual general meeting, one third of the existing trustees who have been longest in the office since their last appointment must retire by rotation and are required to be replaced by new trustee appointments. Trustees who are up for retirement can be recommended for re-election by the other trustees at each annual general meeting. The Articles of Association provides for a minimum of 3 trustees, subject to no maximum limit. Without prejudice to the trustee rotation process, new trustees may be appointed at any time by way of an ordinary resolution of the trustees during a general meeting.

At the quarterly trustees' meetings, the trustees agree the broad strategy and areas of activity for the Charity, including consideration of service development, investment, reserves and risk management policies and performance. The specifics of service development, delivery and outcome evaluation are led by the Chairman and CEO.

The trustees formally approved arrangements complying with the ICSA guide 'Recruitment, Appointment and Induction of Charity Trustees'. The trustees have also developed a code of conduct for stem4 trustees, including formal statements of roles and responsibilities and provision for trustee training. The final decision about the selection of new trustees and committee members is a matter for the trustees.

On appointment new trustees sign a model trustee declaration statement committing them to giving their time and expertise. The induction process has been changed to follow the ICSA good practice guide with a formal induction programme for any newly appointed trustee which includes an initial meeting with the Chair and trustees; this includes discussion of the powers and responsibilities of the trustee board and the committee. The welcome pack includes a brief history of the charity, trustee board and committee minutes, a copy of the annual report and accounts, a copy of the governing trust deed and a copy of the Charity Commission's guidance 'The Essential Trustee: What You Need to Know' and 'Charities and Public Benefit'.

All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in a note to the accounts. Trustees are required to disclose all relevant interests and register them with the Chief Executive and in accordance with the Trust's policy, withdraw from decisions where a conflict of interest arises.

The charity is a member of the Merton Voluntary Sector (MVS). The MVS provides helpful information on good practice, changes in the law affecting charities and acts as an authoritative lobby on behalf of the charitable foundations with the government and regulators for voluntary organisations based in Merton.

## **STEM4**

### **TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)** ***FOR THE YEAR ENDED 30 SEPTEMBER 2022***

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The Trustees report was approved by the Board of Trustees.

.....  
**Dr N S Krause**

Dated: .....

# STEM4

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STEM4

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I report to the trustees on my examination of the financial statements (which comprise the Statement of Financial Activities, Balance and related notes) of stem4 (the charity) for the year ended 30 September 2022.

### Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Debra Saunders  
FCA  
Azets Audit Services  
Ashcombe Court  
Woolsack Way  
Godalming  
Surrey  
GU7 1LQ  
United Kingdom

Dated: 20<sup>th</sup> February 2023

## STEM4

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 SEPTEMBER 2022

#### Current financial year

|   |       | Unrestricted<br>funds<br>general<br>2022<br>£ | Unrestricted<br>funds<br>designated<br>2022<br>£ | Restricted<br>funds<br>2022<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|---|-------|---|--|----------------------------------|--------------------|--------------------|
|   | Notes |   |  |                                  |                    |                    |
| <b><u>Income from:</u></b>                                |       |   |  |                                  |                    |                    |
| Donations and legacies                                    | 3     | 321,699                                       | -  | -                                | 321,699            | 263,003            |
| Charitable activities                                     | 4     | 57,940  | -  | 169,600                          | 227,540            | 137,139            |
| <b>Total income</b>                                       |       | <u>379,639</u>                                | <u>-</u>   | <u>169,600</u>                   | <u>549,239</u>     | <u>400,142</u>     |
| <b><u>Expenditure on:</u></b>                             |       |   |  |                                  |                    |                    |
| Raising funds   | 5     | (67,474)                                      | -  | -                                | (67,474)           | (52,427)           |
| Charitable activities                                     | 6     | (255,967)                                     | (20,000)   | (142,142)                        | (418,109)          | (275,092)          |
| <b>Total resources expended</b>                           |       | <u>(323,441)</u>                              | <u>(20,000)</u>                                  | <u>(142,142)</u>                 | <u>(485,583)</u>   | <u>(327,519)</u>   |
| <b>Net income for the year/<br/>Net movement in funds</b> |       | 56,198  | (20,000)   | 27,458                           | 63,656             | 72,623             |
| Fund balances at 1 October 2021                           |       | <u>120,000</u>                                | <u>166,858</u>                                   | <u>37,709</u>                    | <u>324,567</u>     | <u>251,944</u>     |
| <b>Fund balances at 30 September<br/>2022</b>             |       | <u>176,198</u>                                | <u>146,858</u>                                   | <u>65,167</u>                    | <u>388,223</u>     | <u>324,567</u>     |

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## STEM4

### STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 SEPTEMBER 2022

Prior financial year

|   |       | Unrestricted<br>funds<br>general<br>2021<br>£ | Unrestricted<br>funds<br>designated<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>2021<br>£ |
|---|-------|---|--|----------------------------------|--------------------|
|   | Notes |   |  |                                  |                    |
| <b><u>Income from:</u></b>                                |       |   |  |                                  |                    |
| Donations and legacies                                    | 3     | 263,003                                       | -  | -                                | 263,003            |
| Charitable activities                                     | 4     | 9,057   | -  | 128,082                          | 137,139            |
| <b>Total income</b>                                       |       | 272,060                                       | -  | 128,082                          | 400,142            |
| <b><u>Expenditure on:</u></b>                             |       |   |  |                                  |                    |
| Raising funds   | 5     | (52,427)                                      | -  | -                                | (52,427)           |
| Charitable activities                                     | 6     | (128,643)                                     | -  | (146,449)                        | (275,092)          |
| <b>Total resources expended</b>                           |       | (181,070)                                     | -  | (146,449)                        | (327,519)          |
| Gross transfers between funds                             |       | (121,038)                                     | 166,858  | (45,820)                         | -                  |
| <b>Net income for the year/<br/>Net movement in funds</b> |       | (30,048)                                      | 166,858  | (64,187)                         | 72,623             |
| Fund balances at 1 October 2020                           |       | 150,048                                       | -  | 101,896                          | 251,944            |
| <b>Fund balances at 30 September 2021</b>                 |       | 120,000                                       | 166,858  | 37,709                           | 324,567            |

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# STEM4

## BALANCE SHEET

AS AT 30 SEPTEMBER 2022

|  | Notes | 2022            |                | 2021            |                |
|--|-------|-----------------|----------------|-----------------|----------------|
|  |       | £               | £              | £               | £              |
| <b>Fixed assets</b>  |       |                 |                |                 |                |
| Tangible assets  | 10    |                 | 6,362          |                 | 3,980          |
| Investments  | 11    |                 | 100            |                 | 100            |
|  |       |                 | <u>6,462</u>   |                 | <u>4,080</u>   |
| <b>Current assets</b>  |       |                 |                |                 |                |
| Debtors  | 12    | 77,006          |                | 5,758           |                |
| Cash at bank and in hand                                       |       | 362,913         |                | 334,320         |                |
|  |       | <u>439,919</u>  |                | <u>340,078</u>  |                |
| <b>Creditors: amounts falling due within one year</b>          | 13    | <u>(42,158)</u> |                | <u>(19,591)</u> |                |
| Net current assets   |       |                 | <u>397,761</u> |                 | <u>320,487</u> |
| <b>Total assets less current liabilities</b>                   |       |                 | 404,223        |                 | 324,567        |
| <b>Creditors: amounts falling due after more than one year</b> | 14    |                 | (16,000)       |                 | -              |
| <b>Net assets</b>  |       |                 | <u>388,223</u> |                 | <u>324,567</u> |
| <b>Income funds</b>  |       |                 |                |                 |                |
| Restricted funds   | 15    |                 | 65,167         |                 | 37,709         |
| <u>Unrestricted funds</u>                                      |       |                 |                |                 |                |
| Designated funds   |       | 146,858         |                | 166,858         |                |
| General unrestricted funds                                     |       | 176,198         |                | 120,000         |                |
|  |       | <u>323,056</u>  |                | <u>286,858</u>  |                |
|  |       |                 | <u>388,223</u> |                 | <u>324,567</u> |

## **STEM4**

### **BALANCE SHEET (CONTINUED)**

***AS AT 30 SEPTEMBER 2022***

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The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 4<sup>th</sup> February 2023.

Dr N S Krause  
**Trustee**

**Company Registration No. 07779151**

## STEM4

### STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

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|  | Notes | 2022<br>£ | £              | 2021<br>£ | £              |
|--|-------|-----------|----------------|-----------|----------------|
| <b>Cash flows from operating activities</b>      |       |           |                |           |                |
| Cash generated from operations                   | 20    |           | 36,114         |           | 69,349         |
| <b>Investing activities</b>                      |       |           |                |           |                |
| Purchase of tangible fixed assets                |       | (7,521)   |                | (1,143)   |                |
| Purchase of other investments                    |       | -         |                | (100)     |                |
| <b>Net cash used in investing activities</b>     |       |           | (7,521)        |           | (1,243)        |
| <b>Net cash used in financing activities</b>     |       |           | -              |           | -              |
| <b>Net increase in cash and cash equivalents</b> |       |           | 28,593         |           | 68,106         |
| Cash and cash equivalents at beginning of year   |       |           | 334,320        |           | 266,214        |
| <b>Cash and cash equivalents at end of year</b>  |       |           | <u>362,913</u> |           | <u>334,320</u> |



# STEM4

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2022

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### 1 Accounting policies

#### Charity information

stem4 is a private company limited by guarantee incorporated in England and Wales. The registered office is 51 St Georges Road, Wimbledon, London, SW19 4EA.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 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.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

#### 1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Costs of raising funds includes of fundraising events and production of goods for resale.

# STEM4

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

---

### 1 Accounting policies

(Continued)

Expenditure on charitable activities includes delivery of projects including provision of mental health education and development of software applications.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on the same basis.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

|                  |                                    |
|------------------|------------------------------------|
| Office equipment | 25% per annum, straight-line basis |
|------------------|------------------------------------|

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### **Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income and tax recoverable is included at the best estimate of the amounts receivable at the balance sheet date.

# STEM4

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

---

### 1 Accounting policies

(Continued)

#### **Creditors**

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

#### **1.10 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### **1.11 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### **1.12 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

### 2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

## STEM4

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

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#### 3 Donations and legacies

|   | <b>2022</b>    | 2021           |
|---|----------------|----------------|
|   | £              | £              |
| <b>Donations and gifts (all unrestricted)</b> |                |                |
| Donations received                            | 308,818        | 256,092        |
| Gift aid received                             | 12,881         | 6,911          |
|   | <u>321,699</u> | <u>263,003</u> |

#### 4 Charitable activities

|                                 | <b>2022</b>    | <b>2021</b>    |
|---------------------------------|----------------|----------------|
|                                 | £              | £              |
| Activities for generating funds | 227,540        | 137,139        |
|                                 | <u>227,540</u> | <u>137,139</u> |
| Analysis by fund                |                |                |
| Unrestricted funds - general    | 57,940         | 9,057          |
| Restricted funds                | 169,600        | 128,082        |
|                                 | <u>227,540</u> | <u>137,139</u> |

# STEM4

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 5 Raising funds

|                                  | <b>Unrestricted<br/>funds<br/>general<br/>2022<br/>£</b> | Unrestricted<br>funds<br>general<br>2021<br>£ |
|----------------------------------|--|---|
| <u>Fundraising and publicity</u> |  |   |
| Staging fundraising events       | 5,495  | 1,255   |
| Other fundraising costs          | 4,493  | 3,741   |
| Support costs                    | 57,486   | 47,431  |
|                                  | <hr/>  | <hr/>   |
| Fundraising and publicity        | 67,474   | 52,427  |
|                                  | <hr/>  | <hr/>   |
|                                  | <b>67,474</b>  | <b>52,427</b>                                 |
|                                  | <hr/> <hr/>  | <hr/> <hr/>                                   |

### 6 Charitable activities

|  | <b>2022<br/>£</b> | <b>2021<br/>£</b> |
|--|-------------------|-------------------|
| Charitable activities                  | 149,875           | 120,373           |
| Share of support costs (see note 7)    | 260,683           | 145,444           |
| Share of governance costs (see note 7) | 7,551             | 9,275             |
|  | <hr/>             | <hr/>             |
|  | 418,109           | 275,092           |
|  | <hr/>             | <hr/>             |
| <b>Analysis by fund</b>                |                   |                   |
| Unrestricted funds - general           | 255,967           | 128,643           |
| Unrestricted funds - designated        | 20,000            | -                 |
| Restricted funds                       | 142,142           | 146,449           |
|  | <hr/>             | <hr/>             |
|  | 418,109           | 275,092           |
|  | <hr/> <hr/>       | <hr/> <hr/>       |

## STEM4

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

#### 7 Support costs

|                                  | Support costs  | Governance costs | 2022           | Support costs  | Governance costs | 2021           |
|----------------------------------|----------------|------------------|----------------|----------------|------------------|----------------|
|                                  | £              | £                | £              | £              | £                | £              |
| Staff costs                      | 206,663        | -                | 206,663        | 142,215        | -                | 142,215        |
| Depreciation                     | 5,139          | -                | 5,139          | 3,949          | -                | 3,949          |
| Computer expenses                | 12,021         | -                | 12,021         | 9,762          | -                | 9,762          |
| Telephone                        | 1,761          | -                | 1,761          | 526            | -                | 526            |
| Other support costs              | 43,888         | -                | 43,888         | 97             | -                | 97             |
| Sundry expenses                  | 1,326          | -                | 1,326          | 1,731          | -                | 1,731          |
| Printing, stationery and postage | 4,239          | -                | 4,239          | 831            | -                | 831            |
| Travel and subsistence           | 146            | -                | 146            | 51             | -                | 51             |
| Advertising                      | 9,086          | -                | 9,086          | 7,680          | -                | 7,680          |
| Insurance                        | 1,960          | -                | 1,960          | 1,774          | -                | 1,774          |
| Office rent costs                | 34,971         | -                | 34,971         | 19,269         | -                | 19,269         |
| Other staff costs                | (3,031)        | -                | (3,031)        | 4,990          | -                | 4,990          |
| Independent examination fees     | -              | 2,880            | 2,880          | -              | 1,536            | 1,536          |
| Professional fees                | -              | 2,233            | 2,233          | -              | 2,733            | 2,733          |
| Other governance costs           | -              | 2,438            | 2,438          | -              | 5,006            | 5,006          |
|                                  | <u>318,169</u> | <u>7,551</u>     | <u>325,720</u> | <u>192,875</u> | <u>9,275</u>     | <u>202,150</u> |
| Analysed between                 |                |                  |                |                |                  |                |
| Fundraising                      | 57,486         | -                | 57,486         | 47,431         | -                | 47,431         |
| Charitable activities            | 260,683        | 7,551            | 268,234        | 145,444        | 9,275            | 154,719        |
|                                  | <u>318,169</u> | <u>7,551</u>     | <u>325,720</u> | <u>192,875</u> | <u>9,275</u>     | <u>202,150</u> |

#### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the charity during the year.

#### 9 Employees

The average monthly number of employees during the year was:

|           | 2022<br>Number | 2021<br>Number |
|-----------|----------------|----------------|
| Employees | <u>8</u>       | <u>8</u>       |

# STEM4

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 9 Employees (Continued)

| Employment costs      | 2022<br>£      | 2021<br>£      |
|-----------------------|----------------|----------------|
| Wages and salaries    | 191,396        | 135,070        |
| Social security costs | 11,367         | 4,559          |
| Other pension costs   | 3,900          | 2,586          |
|                       | <u>206,663</u> | <u>142,215</u> |

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2021 - none).

There were no employees whose annual remuneration was £60,000 or more.

### 10 Tangible fixed assets

|                                    | Office equipment<br>£ |
|------------------------------------|-----------------------|
| <b>Cost</b>                        |                       |
| At 1 October 2021                  | 20,024                |
| Additions                          | 7,521                 |
| Disposals                          | (6,988)               |
| At 30 September 2022               | <u>20,557</u>         |
| <b>Depreciation and impairment</b> |                       |
| At 1 October 2021                  | 16,044                |
| Depreciation charged in the year   | 5,139                 |
| Eliminated in respect of disposals | (6,988)               |
| At 30 September 2022               | <u>14,195</u>         |
| <b>Carrying amount</b>             |                       |
| At 30 September 2022               | <u>6,362</u>          |
| At 30 September 2021               | <u>3,980</u>          |

# STEM4

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 11 Fixed asset investments

|                                       | <b>Other investments</b> |
|---------------------------------------|--------------------------|
| <b>Cost or valuation</b>              |                          |
| At 1 October 2021 & 30 September 2022 | 100                      |
| <b>Carrying amount</b>                |                          |
| At 30 September 2022                  | 100                      |
| At 30 September 2021                  | 100                      |

|                             | <b>2022</b> | <b>2021</b> |
|-----------------------------|-------------|-------------|
|                             | <b>£</b>    | <b>£</b>    |
| Other investments comprise: |             |             |
| Investments in subsidiaries | 100         | 100         |

### 12 Debtors

|   | <b>2022</b>   | <b>2021</b>  |
|---|---------------|--------------|
|   | <b>£</b>      | <b>£</b>     |
| <b>Amounts falling due within one year:</b> |               |              |
| Trade debtors                               | 42,584        | -            |
| Other debtors                               | 17,921        | 1,914        |
| Prepayments and accrued income              | 16,501        | 3,844        |
|   | <u>77,006</u> | <u>5,758</u> |

### 13 Creditors: amounts falling due within one year

|                              | <b>2022</b>   | <b>2021</b>   |
|------------------------------|---------------|---------------|
|                              | <b>£</b>      | <b>£</b>      |
| Trade creditors              | 8,145         | 15,647        |
| Other creditors              | 5,833         | 2,444         |
| Accruals and deferred income | 28,180        | 1,500         |
|                              | <u>42,158</u> | <u>19,591</u> |

### 14 Creditors: amounts falling due after more than one year

|                              | <b>2022</b> | <b>2021</b> |
|------------------------------|-------------|-------------|
|                              | <b>£</b>    | <b>£</b>    |
| Accruals and deferred income | 16,000      | -           |



# STEM4

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 15 Retirement benefit schemes

#### Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £3,900 (2021 - £2,586). The year end liability in relation to defined contribution schemes was £939 (2021: £467).

### 16 Movement in Funds

#### Current year

|   | Movement in funds               |                       |                       |                                    |
|---|---------------------------------|-----------------------|-----------------------|------------------------------------|
|   | Balance at 1<br>October<br>2021 | Incoming<br>resources | Resources<br>expended | Balance at 30<br>September<br>2022 |
|   | £                               | £                     | £                     | £                                  |
| <b>Restricted funds</b>                         |                                 |                       |                       |                                    |
| Generations Foundation                          | 4,807                           | -                     | (4,807)               | -                                  |
| Co-operative                                    | -                               | 516                   | -                     | 516                                |
| Leeds Calm Harm                                 | 2,820                           | -                     | (2,820)               | -                                  |
| Head Ed (Big Give)                              | -                               | 27,501                | (3,004)               | 24,497                             |
| Nominet Reset Mental Health                     | 21,802                          | 20,000                | (30,826)              | 10,976                             |
| National Institute for Health and Care Research | -                               | 109,429               | (100,369)             | 9,060                              |
| BNB   | 8,280                           | 3,619                 | (100)                 | 11,799                             |
| Tides Foundation                                | -                               | 8,535                 | (216)                 | 8,319                              |
| <b>Total restricted funds</b>                   | <b>37,709</b>                   | <b>169,600</b>        | <b>(142,142)</b>      | <b>65,167</b>                      |
| <b>Unrestricted funds</b>                       |                                 |                       |                       |                                    |
| Designated funds:                               |                                 |                       |                       |                                    |
| Digital Projects Fund                           | 116,858                         | -                     | (10,000)              | 106,858                            |
| Organisational Growth Fund                      | 50,000                          | -                     | (10,000)              | 40,000                             |
| Total designated funds                          | 166,858                         | -                     | 20,000                | 146,858                            |
| General fund                                    | 120,000                         | 379,639               | (323,441)             | 176,198                            |
| <b>Total unrestricted funds</b>                 | <b>286,858</b>                  | <b>379,639</b>        | <b>(343,441)</b>      | <b>323,056</b>                     |
| <b>Total funds</b>                              | <b>324,567</b>                  | <b>549,239</b>        | <b>(485,583)</b>      | <b>388,223</b>                     |

#### Restricted funds

# STEM4

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2022

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### 16 Movement in Funds

(Continued)

The Generations Foundation relates to funding provided for office rent.

The Co-Operative relates to the funding of telephone kiosks for mental health 'hubs'.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

Head Ed relates to work in relation to the HeadEd programme which contains videos and modules around eating disorders.

Nominet #Reset Mental Health relates to funding awarded to drive digital capacity, marketing outreach, and impact study to reach even more young people and drive sustainability.

National Institute for Health and Care Research is for funding aimed at improving the eating disorder app named Worth Warrior.

BNB relates to funding for a new digital development focusing on building resilience and supporting wellbeing.

Tides Foundation relates to funding aimed at mental health support costs.

#### **Designated Funds**

Digital Projects relates to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools.

Organisational Growth relates to the onboarding additional staff as the charity continues to grow.

These funds expect to be expended in the next 12 months.

# STEM4

## NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 16 Movement in Funds

(Continued)

Prior year

|   | Movement in funds              |                         |                         | Balance at 30 September 2021<br>£ |
|---|--------------------------------|-------------------------|-------------------------|-----------------------------------|
|   | Balance at 1 October 2020<br>£ | Incoming resources<br>£ | Resources expended<br>£ |                                   |
| Generations Foundation                          | -                              | 19,226                  | (14,419)                | 4,807                             |
| Comic Relief/Paul Hamlyn Tech for Good (MM)     | 4,279                          | -                       | (4,279)                 | -                                 |
| Community Foundation for Surrey                 | -                              | -                       | -                       | -                                 |
| Leeds Calm Harm                                 | 19,600                         | -                       | -                       | 11,280                            |
| Head Ed (Big Give)                              | 7,030                          | -                       | (7,030)                 | -                                 |
| Comic Relief COVID Recovery                     | -                              | 32,000                  | (2,359)                 | 29,641                            |
| Nominet Reset Mental Health                     | -                              | 69,300                  | (25,020)                | 44,280                            |
| National Institute for Health and Care Research | -                              | 10,000                  | -                       | 10,000                            |
| CAF Coronavirus Emergency Fund                  | -                              | 4,000                   | (4,000)                 | -                                 |
| Other contracts                                 | -                              | 35,920                  | (35,920)                | -                                 |
| Wimbledon Community Fund                        | -                              | 3,000                   | (584)                   | 2,416                             |
| Wooden Spoon Emergency Funding                  | -                              | 5,000                   | (5,000)                 | -                                 |
| <b>Total Restricted Funds</b>                   | <b>39,189</b>                  | <b>178,446</b>          | <b>(98,611)</b>         | <b>110,743</b>                    |
| <b>Unrestricted funds</b>                       |                                |                         |                         |                                   |
| Designated funds:                               |                                |                         |                         |                                   |
| Digital Project Fund                            | 116,858                        | -                       | 10,000                  | 126,858                           |
| Organisational Growth Fund                      | 50,000                         | -                       | 10,000                  | 60,000                            |
| Total designated funds                          | (166,858)                      | -                       | (20,000)                | 186,858                           |
| General fund                                    | 98,665                         | 272,060                 | (181,070)               | 68,617                            |
| <b>Total unrestricted funds</b>                 | <b>(68,193)</b>                | <b>272,060</b>          | <b>(201,070)</b>        | <b>255,475</b>                    |
| <b>Total funds</b>                              | <b>(29,004)</b>                | <b>450,506</b>          | <b>(299,681)</b>        | <b>366,218</b>                    |

# STEM4

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2022

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### 16 Movement in Funds

(Continued)

The Generations Foundation relates to funding provided for office rent.

The Co-Operative relates to the funding of telephone kiosks for mental health 'hubs'.

Leeds Calm Harm relates to a contract to provide a version of the Calm Harm app for Leeds City Council. Income has been ringfenced within Restricted funds.

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National Institute for Health and Care Research is for funding aimed at improving the eating disorder app named Worth Warrior.

BNB relates to funding for a new digital development focusing on building resilience and supporting wellbeing.

Tides Foundation relates to funding aimed at mental health support costs.

#### **Designated Funds**

Digital Projects relates to priority projects including the upgrade and enhancement of existing apps, and investment in wellbeing and resilience tools.

Organisational Growth relates to the onboarding additional staff as the charity continues to grow.

These funds expect to be expended in the next 12 months.

# STEM4

## NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 16 Movement in Funds

(Continued)

Prior year

|   | Movement in funds              |                         |                         | Balance at 30 September 2021<br>£ |
|---|--------------------------------|-------------------------|-------------------------|-----------------------------------|
|   | Balance at 1 October 2020<br>£ | Incoming resources<br>£ | Resources expended<br>£ |                                   |
| Generations Foundation                          | -                              | 19,226                  | (14,419)                | 4,807                             |
| Comic Relief/Paul Hamlyn Tech for Good (MM)     | 4,279                          | -                       | (4,279)                 | -                                 |
| Community Foundation for Surrey                 | -                              | -                       | -                       | -                                 |
| Leeds Calm Harm                                 | 19,600                         | -                       | -                       | 11,280                            |
| Head Ed (Big Give)                              | 7,030                          | -                       | (7,030)                 | -                                 |
| Comic Relief COVID Recovery                     | -                              | 32,000                  | (2,359)                 | 29,641                            |
| Nominet Reset Mental Health                     | -                              | 69,300                  | (25,020)                | 44,280                            |
| National Institute for Health and Care Research | -                              | 10,000                  | -                       | 10,000                            |
| CAF Coronavirus Emergency Fund                  | -                              | 4,000                   | (4,000)                 | -                                 |
| Other contracts                                 | -                              | 35,920                  | (35,920)                | -                                 |
| Wimbledon Community Fund                        | -                              | 3,000                   | (584)                   | 2,416                             |
| Wooden Spoon Emergency Funding                  | -                              | 5,000                   | (5,000)                 | -                                 |
| <b>Total Restricted Funds</b>                   | <b>39,189</b>                  | <b>178,446</b>          | <b>(98,611)</b>         | <b>110,743</b>                    |
| <b>Unrestricted funds</b>                       |                                |                         |                         |                                   |
| Designated funds:                               |                                |                         |                         |                                   |
| Digital Project Fund                            | 116,858                        | -                       | 10,000                  | 126,858                           |
| Organisational Growth Fund                      | 50,000                         | -                       | 10,000                  | 60,000                            |
| Total designated funds                          | (166,858)                      | -                       | (20,000)                | 186,858                           |
| General fund                                    | 98,665                         | 272,060                 | (181,070)               | 68,617                            |
| <b>Total unrestricted funds</b>                 | <b>(68,193)</b>                | <b>272,060</b>          | <b>(201,070)</b>        | <b>255,475</b>                    |
| <b>Total funds</b>                              | <b>(29,004)</b>                | <b>450,506</b>          | <b>(299,681)</b>        | <b>366,218</b>                    |

## STEM4

### NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

#### 17 Analysis of net assets between funds

|  | <b>Unrestricted<br/>funds<br/>2022<br/>£</b> | <b>Designated<br/>funds<br/>2022<br/>£</b> | <b>Restricted<br/>funds<br/>2022<br/>£</b> | <b>Total<br/>2022<br/>£</b> | <b>Unrestricted<br/>funds<br/>2021<br/>£</b> | <b>Designated<br/>funds<br/>2021<br/>£</b> | <b>Restricted<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>2021<br/>£</b> |
|--|--|--|--|-----------------------------|--|--|--|-----------------------------|
| Fund balances at 30 September 2022 are represented by: |  |  |  |                             |  |  |  |                             |
| Tangible assets  | 6,362  | -  | -  | 6,362                       | 3,980  | -  | -  | 3,980                       |
| Investments  | 100  | -  | -  | 100                         | 100  | -  | -  | 100                         |
| Current assets/(liabilities)                           | 185,736                                      | 146,858                                    | 65,167                                     | 397,761                     | 115,920                                      | 166,858                                    | 37,709                                     | 320,487                     |
| Long term liabilities                                  | (16,000)                                     | -  | -  | (16,000)                    | -  | -  | -  | -                           |
|  | <u>176,198</u>                               | <u>146,858</u>                             | <u>65,167</u>                              | <u>388,223</u>              | <u>120,000</u>                               | <u>166,858</u>                             | <u>37,709</u>                              | <u>324,567</u>              |

# STEM4

## NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

### 18 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

|                 | 2022<br>£ | 2021<br>£ |
|-----------------|-----------|-----------|
| Within one year | 13,000    | -         |

### 19 Subsidiaries

Details of the charity's subsidiaries at 30 September 2022 are as follows:

| Name of undertaking | Registered office | Nature of business         | Class of shares held | % Held |          |
|---------------------|-------------------|----------------------------|----------------------|--------|----------|
|                     |                   |                            |                      | Direct | Indirect |
| stem4 wellbeing CIC | England and Wales | Community Interest Company | Ordinary Shares      | 100.00 |          |

stem4 wellbeing CIC is a dormant entity and was incorporated on 12 October 2020.

### 20 Cash generated from operations

|  | 2022<br>£     | 2021<br>£     |
|--|---------------|---------------|
| Surplus for the year                                 | 63,656        | 72,623        |
| Adjustments for:                                     |               |               |
| Depreciation and impairment of tangible fixed assets | 5,139         | 3,949         |
| Movements in working capital:                        |               |               |
| (Increase)/decrease in debtors                       | (71,248)      | 25,576        |
| Increase/(decrease) in creditors                     | 38,567        | (32,799)      |
| <b>Cash generated from operations</b>                | <b>36,114</b> | <b>69,349</b> |



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Registered Charity No. 1144506  
Company Registration No. 07779151