



supporting teenage mental health



# ANNUAL REPORT & ACCOUNTS

YEAR TO 30 SEPTEMBER 2020

# Contents

CEO Introduction	3
stem4's Mission and Values	4
The State of Children and Young People's Mental Health	5
Impact Review	
• Educating the Minds of the Future	6 - 7
• Early Digital Intervention	8 - 10
• Highlighting the Need for Change & Campaigning with Impact	11 - 12
• How You Got Involved	13
• Creating New Partnerships	14
stem4's Strategic Objectives	15 - 16
stem4 Family	17
Thank you to Supporters	18
Secure Measures	19 - 20
stem4 Finance	21 - 45

# CEO Introduction

It goes without saying that over the last year the pandemic has placed a huge strain on many Children and Young People and their Families. We have all faced experiences like no other with shared negatives including social isolation, loss of routine, disruption to goals, breakdown of our usual support systems, and for some, difficult and sad challenges. These experiences will, no doubt, have an impact on mental health globally.

The mental health of Children and Young People was a concern prior to the pandemic. Data released by NHS Digital in 2017 on the rates of probable mental health disorders in Children and Young People aged 5-16 years was one in nine. Data released in July 2020 by NHS Digital indicated that this had increased to one in six in the same age group. Mental ill health in adults had also been increasing with 1 in 4 adults reporting Mental Health Disorders prior to the pandemic. This means that within most families there is at least one member likely to experience a mental ill health condition.

stem4 is proud to have played a part in meeting the growing need for support over the last year for Young People, Parents, Teachers and Health Professionals through providing mental health education and resources including early digital intervention tools. There is still, however, an urgent and increasing need to continue to maximise and expand our reach, especially to those most vulnerable. This Annual Report places a focus on how we delivered our service this past year, and how we can look forward to enhancing mental-wellbeing for all in the future. As we look to increase our capacity, stem4 will continue to always keep Children and Young People's mental health at the heart of what we do and prioritise excellence in practice.

We would like to extend our thanks to all those who have supported us this year, and those who will continue to do so going forward. If we are to achieve positive mental health for Children and Young People, we cannot do it alone.

*Nihara Krause*

Dr Nihara Krause - CEO stem4

“

The mental health of Children and Young People was a concern prior to the pandemic.

## 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, well-being 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.

### Putting excellence at the heart of what we do

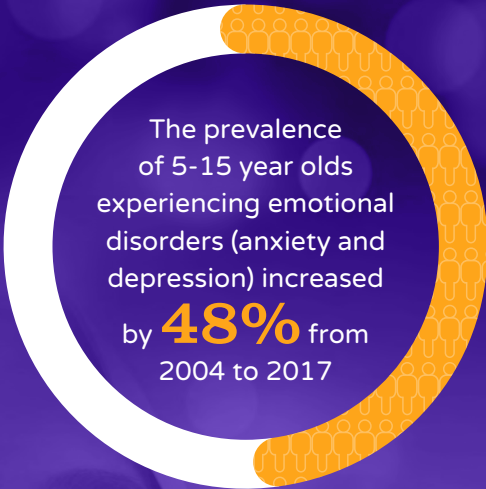
By listening and working with our different audiences, collaboration and partnership working, robust evaluation of outcomes, impact measurement and maintaining a strong financial position.

# The state of Children and Young People's Mental health



**1 in 6**

5-16 year olds presented with a probable mental disorder in 2020\*



The prevalence of 5-15 year olds experiencing emotional disorders (anxiety and depression) increased by **48%** from 2004 to 2017



only a **quarter** of 5-19 year olds with a mental health condition had contact with a mental health specialist in the past year



Less than

**1 in 3**

5-19 year olds with a mental health condition get access to NHS\* care and treatment

**73%**

teachers say the pandemic has impacted on their school's or college's ability to deliver on its mental health strategy, leaving some students with little or no mental health support\*\*

## COVID-19

will have a negative impact on Children and Young People's mental health for both emerging conditions as well as for those with pre-existing conditions



\* NHS Digital 2018  
\*\* stem4 teachers survey 2020

# Impact Review

## Educating the Minds of the Future

stem4 has always believed that Children and Young People - and those who support them including Parents, Teachers and Health Professionals - have just as much right to an education about good mental health as they do good physical health. We work hard to share accurate information on how to recognise early warning signs, and provide effective strategies in how to deal with them. With the difficulties associated with the pandemic dominating the lives of many young people, these tools have been even more important.

## Empowering Hundreds of Classrooms with Mental Health Education

In July 2020, stem4 launched Head Ed, a free mental health literacy programme for secondary schools and colleges in the UK. Designed for students in Key Stages 3 and 4, the programme equips teachers with resources to cover core mental health topics such as stress, anxiety, depression and resilience in the classroom. Complete with lesson plans, classroom discussion points, activities and assessment opportunities, Head Ed also includes bitesize videos featuring student's views and clinically accurate content.



stem4 also launched 'Head Ed Light' in 2020, a home-learning version of the full Head Ed resource.

### Head Ed in Numbers

520 

subscribers registered  
by the end of 2020

9 

modules for use across  
Key Stages 3 & 4

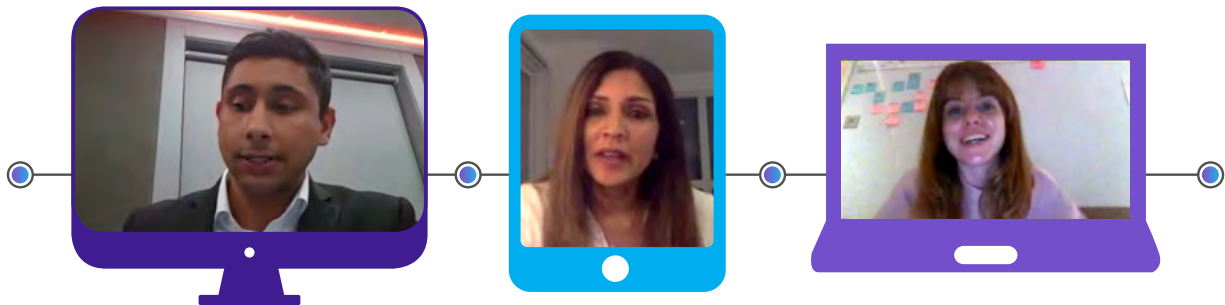
Pilot of over  
100 

schools



## Supporting Families Through the Provision of Mental Health Education

With in person events cancelled, stem4 worked on hosting Virtual Parent Conferences. Each conference featured a series of online talks from various speakers including Dr Krause, aimed at helping parents to understand mental health challenges in young people in general, as well as the impact of COVID-19 on mental health.



“I thought it was fantastic to hear your guests speak about their very personal experiences with mental health! Emotional and educational.”

“So much useful content provided this evening . It was clear, concise and extremely informative. Guest speakers were exceptional, I’m very grateful to them for sharing their experiences with such honesty. A very powerful element to the overall presentation. Thank you to all the contributors for their brilliant work in raising the awareness around young people and mental health. Excellent.”



stem4 participated in the FirstGive programme in early 2020, supporting young people in local schools to raise awareness of teenage mental health amongst their peers.

### Conferences in Numbers



**650+**

registrations by end of 2020



**30+**

schools reached by end of 2020



**3**

speakers at each conference

## Early Digital Intervention

Not only is there strong evidence that adult mental health problems begin in childhood or adolescence, early intervention is identified by stem4 as key in improving chances of recovery from mental ill-health. Whilst stem4 has long been a leading charity when it comes to digital early intervention methods, with many in-person services suspended for much of 2020, online resources and apps have been useful means of support.

## Providing Support Throughout the Pandemic

stem4 developed 3 comprehensive, free COVID-19 mental health resource booklets - for Young People, Parents & Health Professionals respectively, reaching hundreds of people & featured on Local Council and NHS resource lists.

These resources were later updated to provide specialised support to BAME communities. stem4 will provide a number of translations in the coming year.



“Great resources for children and young people whose mental health has been affected by the current situation.”

We also produced weekly resource sheets, posters and leaflets as the pandemic evolved, including information on dealing with COVID-19 anxiety, cancelled exams, social distancing, friendship issues, mask wearing, sleep problems and more. These were complemented by daily tips.

“Thank you so much for emailing this booklet. I have printed out several copies and we will use them on the ward.”



Throughout 2020 stem4 offered ‘mini talks’ from Mental Health Expert Dr Krause on social media. The tips covered everything from body positivity, anti-bullying and how to cope with FOMO.

## stem4's Increased Digital Support in Numbers

The stem4 Resources Page was viewed over

**18,500**

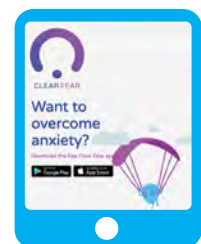
times during 2020



Clear Fear website saw an increase in visitors of

**80%**

during ‘Lockdown 1’

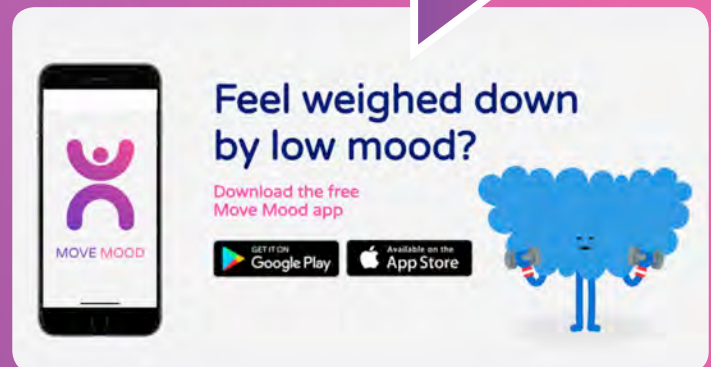




## Move Mood a Brand New Mental Health App

Throughout 2020, stem4 developed Move Mood, an App to manage the symptoms of low mood and depression. Using evidence-based Behavioural Activation Therapy, the App helps Young People improve their mood by encouraging them to increase their motivation.

“This has helped me a lot. It’s just nice being organized about tasks and then getting an award, I really like it.”



## Tailoring Existing Support for COVID-19

Knowing that our Apps could be a valuable resource for those needing immediate and effective remote support, stem4 produced an associated written guide and short animation on how Calm Harm, Clear Fear and Move Mood Apps could help a young person during COVID-19.



“Just thought that I would tell you how amazing you are. Your App has literally helped me and my friends so much and I just need to tell you thank you. Without this App I would not be as healthy and happy as I am now, even if I have only been using it for a few weeks I am so thankful that I got it.”

“Have been using it almost 4 years now; absolutely adore this App!”

“I don’t know where I would be without this. It may not be the only reason I can get through this life, but this tool is incredibly useful. You are doing fantastic work. This App saves lives. Thank you so much.”

“I’ve only had this App for a few days, but it has and will change my life. As a teenager diagnosed with multiple mental illnesses... this App helps me so much! The aesthetic is so nice and I feel welcome in it...Whoever made this understands the issues people like me go through and is so comforting to the user. Thank you for making this ❤️”

## Collaborating to Extend the Reach of Our Apps

After the success of licensing the Calm Harm App in collaboration with Mind Mate at Leeds City Council, stem4 extended the reach of the Clear Fear App with Serco. Serco have also obtained Calm Cards as an alternative to a digital product.

### Apps in Numbers



Calm Harm App, (launched 2014) downloads over

**1.7 million**



Clear Fear App, (launched 2019) downloads over

**440,000**



Combined Minds App, (launched January 2020) downloads over

**22,000**

Figures to September 2020



stem4’s App Library won the 2020 ‘Tech for Good Initiative’ at 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 4 Apps that support young people.



## Highlighting the Need for Change & Campaigning with Impact

Due to the longstanding work of charities and organisations like stem4, mental health is now higher on the public agenda than ever before. However, as the landscape young people experience 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 National Surveys

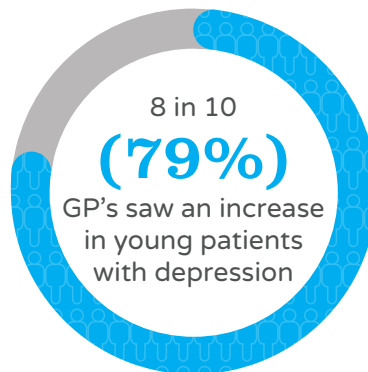
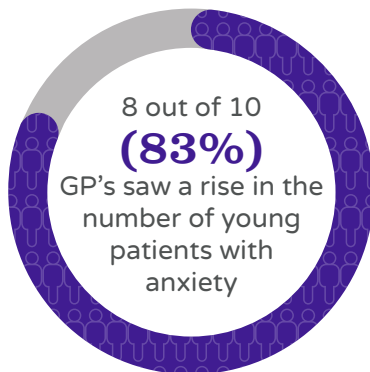
In the first month of 2020, stem4 released findings of a study of 994 General Practitioners and 1000 Parents and Carers, highlighting the urgent need for mental health change in the UK. Mental health services for Young People were revealed to be overstretched and underfunded, with young patients rejected for treatment, or put on long waiting lists, with few alternative referral pathways. 76% of the parents surveyed stated that they worried about their children's mental health, and 56% said that they felt ill-equipped to deal with their Child or Young Person's mental health difficulties.

This survey data, published nationally enabled stem4 to call on the Government to prioritise spending on primary care mental health services and for mental health support for families and carers.

---

### stem4 2020 National GP Survey in Numbers

---



---

(young patients were aged 11-18 years)

---



In 2020 stem4 launched a new #UnitedForMentalHealth initiative, targeting specialised resources for less-represented communities. This included a campaign to support mental health during a disrupted Pride Month due to COVID-19 (featured on BBC Radio) and special #UnitedForMentalHealth wristbands available for schools and other organisations. This project will carry into the new financial year, with a celebration of LGBTQ+ and BAME mental health on World Mental Health Day, together with a number of translations of COVID-19 resources.

## Launching the UK's first Youth Mental Health Day

# #YMHD



YOUTH MENTAL  
HEALTH DAY  
7th September

In September 2020, stem4 hosted the first ever National Youth Mental Health Day (YMHD) to encourage understanding and awareness of mental health in Children and Young People.

The theme for 2020 was 'Resilience' or knowing how to 'Bounce Not Break'. The campaign focused on the need to understand that anyone, can face struggles with mental health, but that everyone can 'Bounce not Break' by finding strategies that help you cope.

Youth Mental Health Day saw support from across the UK, from BBC Bitesize, Charitable Community Arms of top Premier League clubs like Manchester Utd & Leicester City, to Members of Parliament, local Council Leaders organisations like Papyrus, Barnardos and most importantly, many schools and colleges nationally. The day was also featured on BBC Radio, First News and The Independent.

"Thanks so much, the whole school spent period 1 talking about mental health. Today was the first day we had the full school in so it was a really nice start to the year considering everything that is going on!"

Louise, School Teacher."

Repetition helps!

Resilience grows with time so don't just try things once and expect them to change – keep practising!

You can learn to bounce not break

#YMHD #BounceNotBreak #YouthMentalHealthDay

stem4  
supporting teenage mental health

### YMHD in Numbers



25,000+

People reached on  
Social Media



x25

the number of website  
visitors compared to the  
same day the year before



7,000+

media views on the day

## How You Got Involved

During a year of social distancing and cancelled events, fundraising and volunteering have been both harder and yet, more needed than ever. However, the stem4 family rose to the challenge and made the year a special one in support of teenage mental health.

### Fundraising Despite the Odds

Before the COVID-19 pandemic, in February stem4 took a team of 40 fundraisers to take part in a variety of running challenges at the Malta Marathon. Raising £11,500, the weekend was an excellent opportunity for team building, with participants ranging from the stem4 family and supporters, our tech partner HMA digital, Terra Ferma Media and Diespeker. The event was sponsored with huge thanks by long-term stem4 corporate supporter, Diespeker & Co.

A corporate team from Allen & Overy, which included stem4 Trustee, Franz Ranero, secured a staggering £11,780 including match funding at the London Vitality Big Half.



“We have enjoyed our stay in Malta and loved every moment of it. The Marathon was one of the best experiences, thanks to you guys.”

### COVID-19 Safe Fundraising



During the height of ‘Lockdown 1’, The 2.6 Challenge offered a great fund-raising opportunity. Supporters helped stem4 raise £5,000 through fundraising. One brave volunteer even cycled laps of a park in storm-trooper costume to raise money.

Throughout the year there have been countless amazing individuals who have taken on challenges to support and fundraise for stem4 - from running 5k every day, hosting sponsored yoga and exercise classes, and donating profits from

Arts and Crafts projects. We are thankful to each and every Fundraiser and Volunteer who chose to support Children and Young People’s mental health with stem4 in 2020.

### Ones to Watch

In early 2020, Simon and Tim began the ambitious challenge of training to sail the Atlantic Ocean as part of the Talisker Whisky Atlantic Challenge 2021. They have pledged to raise £100,000 for stem4, and with just under a year to go, they have secured nearly £30,000 already. stem4 will be enthusiastically supporting Simon and Tim throughout their fundraising journey.



## Creating New Partnerships

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

With the pandemic affecting the many mental, physical and social health benefits young people receive from team sport, stem4 made new partnerships with Cobham and Richmond Rugby clubs, both of which are now established partners of stem4, sporting stem4 resources on their websites for the free access of all their young people. In 2021 stem4 hopes to roll out partnerships of this kind throughout several sports clubs and organisations across the country.



“Through our partnership with stem4 all Richmond Youth players can access free 24/7 support, resources and wellbeing apps.”



This year, we also welcomed a new Ambassador to our dedicated team of Ambassadors. Ella Greenwood is an award-winning filmmaker and actor. Aged 18, she wrote, directed and produced the short film ‘Faulty Roots’ about mental health awareness in teens. Ella has already made a positive impact, inspiring supporters through speaking at stem4 events and through her film-making work.



stem4 collaborated with new Partners, Boomerang Education to provide mental health information for thousands of Primary and Secondary students in school planners.

## Fostering Fruitful Corporate Partnerships

This year, stem4 benefited from three Corporate Partners who have gone the ‘extra mile’ to support us. Activities have ranged from art auctions and personal sporting challenges, to company-wide giving days, gifts in kind and emergency one-off grants. We will continue to forge positive relationships and extend our reach to colleagues to help them maximise their charitable efforts.



## Trusts and Foundations

stem4 have been successful with applications this year to support our delivery of emergency resources and to support our core project delivery including our office costs which we are enormously grateful for. We are looking to strengthen relations with our current funders and plan a robust calendar of applications.

# 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

## Focussing on All our Audiences - Young People, their Parents and Carers, Schools and Health Professionals, 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)

## A Focus on Enhancing Mental Well-Being

### Our actions will:

- Promote self-care of mental health and enhance peer-to-peer support in young people
- Develop links with school on establishing early protective factors and resilience tools
- Develop digital tools to help increase well-being
- Create national campaigns on enhancing resilience and well-being 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:

- Increase our reach to at least 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 on providing tools for early awareness and early intervention
- Find opportunities to work with statutory organisations such as the NHS, DfE, RCGP, Public Health
- Explore International opportunities such as the US, Canadian and Australian market where App downloads are high.





# stem4 Family

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

We now have a CEO, 6 Trustees, and 8 members of the Management Team:



Dr Nihara  
Krause  
CEO



Caroline Cox  
Head of  
Fundraising



Liz Davies  
Finance  
Manager



Rita Nagy  
Administrator  
Project  
Manager



Philippa  
Beesom  
Education  
Coordinator



Anna  
Clingan  
Communications  
Coordinator



Katie Donell  
Digital Lead



Rosie Adkins  
Community  
Partnerships  
Manager



Yvette Nieslony  
Lead Technical  
Officer/Data  
Protection  
Officer



Angela  
McKenzie



Debbie Ward



Katie Meech



Franz Ranero



Sthen Wiseman



Andrew Sales

# Thank You to Our Supporters

stem4 would like to extend sincere thanks to all our supporters and partners this year, including:

- CIBC
- Lenstore
- Diespeker & Co
- HMA Digital
- Wimbledon Foundation Community Fund
- Comic Relief
- Paul Hamlyn Foundation
- Tesco Bags of Help COVID-19 Communities Fund
- Postcode Neighbourhood Trust
- CAF Coronavirus Emergencies Fund
- Wooden Spoon
- Team MINDCRAFT Talisker Whisky Atlantic Challenge
- Artemis Fund Managers
- Generations Foundation
- Talis Capital
- Allen & Overy
- Reed Business (LexisNexis)
- Aegon
- National Lottery Community Fund in Partnership with HM Government
- Freestyle Print
- ORCHA
- Cause Communications
- NOMINET
- Boomerang Education
- Pro Bono Economics
- Merkle
- Senso Communications
- Terra Ferma Media
- Videobop
- AWP Creatives
- Juliette Hellman PR

We are also truly grateful to all those we are unable to list here including Trusts, Companies, Schools, Community and Faith Groups, Sporting and Challenge participants, stem4 Ambassadors, Volunteers and the hundreds of individuals who continue to generously support our work. Thank you.

# Secure Measures

## 1. Ongoing implications of COVID-19

The pandemic has had a major impact on children and young people's mental health creating demand on our services. However, there has been considerable impact on traditional fundraising has stopped creating potential uncertainty regarding this method of contribution to our finances.

Our work and services have accelerated to virtual and digital delivery in all areas. Through this, we have been able to increase our support and meet increased demands. We have provided increased digital tools and a huge number of resources and been able to apply successfully to COVID-19 emergency funds to help finance us, thereby having an alternative financial boost to traditional fundraising and grants. stem4 continues to campaign for the government to invest in much needed mental health support at all levels to Children and Young People's mental health, especially given the increased numbers of Young People dealing with the negative impact of the pandemic, on top of the gaps in provision before.

We have, with the generous support from funders and creativity by our Head of Fundraising, moved events and activities to digital and the whole team, together with the backing of the Trustees, have increased our digital capacity so that our position is significantly stronger than forecast at the start. Together with effective financial guidance from the Head of Finance our financial monitoring and review remains diligent, and we are continuing to work towards meeting our capacity building plans to ensure we remain strong.

## 2. Safeguarding

As a charity supporting young people, safeguarding is of critical importance to us. We are committed to protecting all young people who are involved with our charity alongside staff, volunteers, trustees, partner agencies and the community with which we work. Due to the nature of our services, safeguarding is a day-to-day consideration in our activities and we work with child protection agencies where needed.

In 2019-20, we reviewed our safeguarding practices across the charity and updated both our Safeguarding and Digital Safeguarding Policies and processes to ensure we adapt and continuously monitor and improve the way in which we safeguard people. This included reviewing our Safeguarding Framework for all our work, appointing a dedicated Safeguarding Trustee and Designated Safeguarding Lead role, training our Designated Safeguarding Lead as well as carrying out e-safeguarding training for all our trustees and staff. All Staff, Volunteers and Ambassadors have DBS checks.

### 3. Managing our Data and Cyber Security

With cyber crime 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 appointed a Data Security Officer who will work with our Digital Lead to provide oversight of our data and cyber security risk management and all our Staff and Volunteers are required to follow IT policies and procedures. There are regular updates on cyber security risks and online data protection. We will continue to review our systems, policies and procedures to ensure a privacy-led culture is embedded across the organisation and will look towards third party training and support next year.

### 4. Ensuring the Clinical Safety of our Apps

All our Apps have Clinical Safety Cases, together with Hazard logs and mitigations which are reviewed annually. We hope to develop in-house expertise through training relevant members of the team in all elements of safety training next year.



stem4 FINANCE

209.22

210.74

208.33

210.24

1,218.38

456.60

2510.41

7,513.08

2,168.02

29,240.68

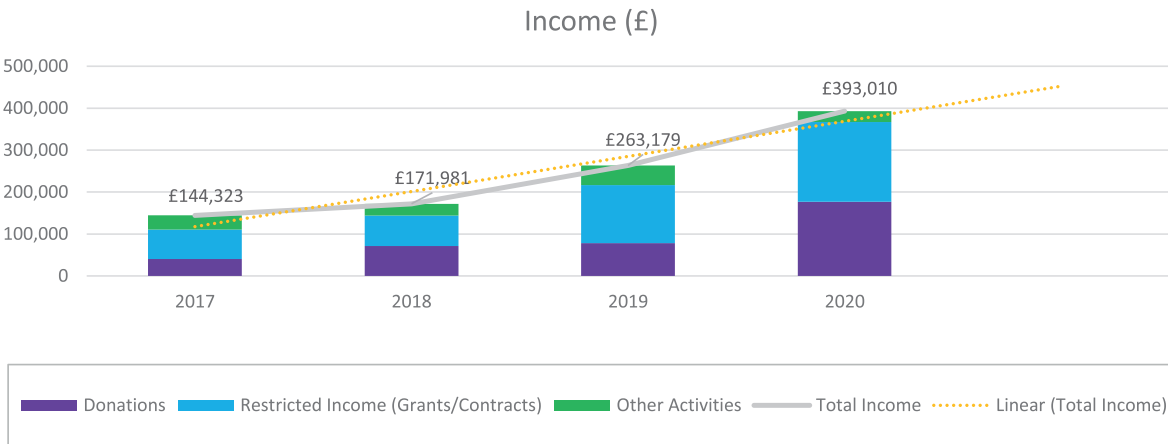
# stem4 Finances

## Where our money comes from

We raise funds from a variety of sources. Having a diverse number of income streams is 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.

stem4 is proud to have demonstrated resilience and adaptability in response to the challenges faced this past year. We are very grateful for the funding we have received from all our supporters and grantmakers.

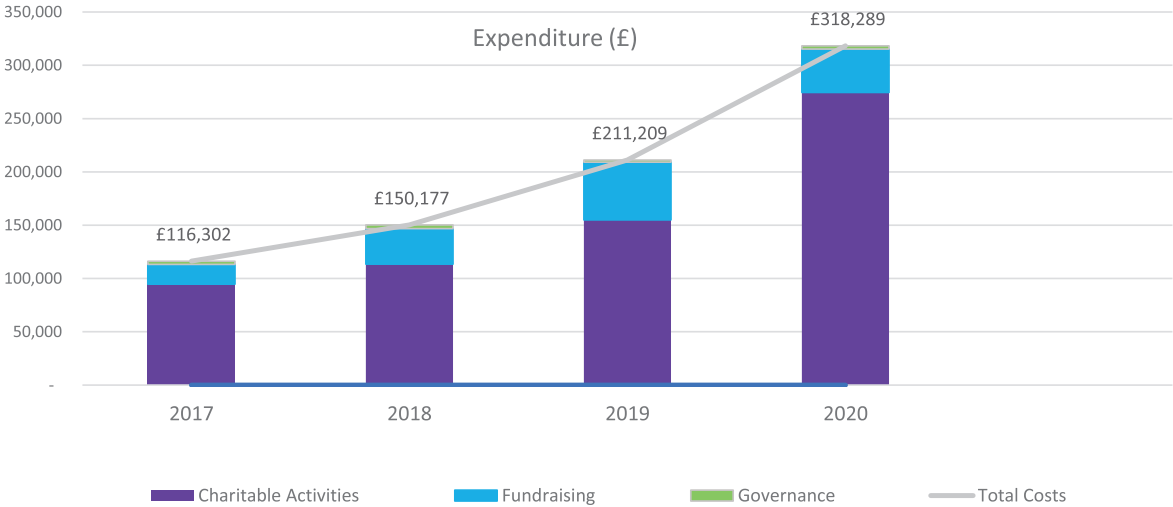
Looking ahead ...we have grown enormously in the last few years and we will look for further 'clever' growth including exploring commercial opportunities through a business arm to support investment in infrastructure and ongoing core costs to allow us to sustainably deliver our charitable activities.



## Where do we spend our money?

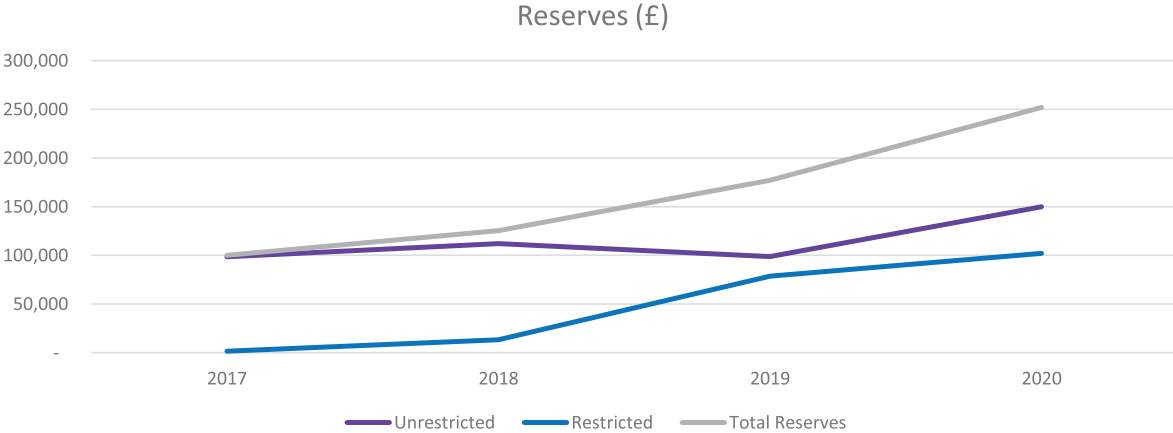
We spend more every year on our charitable activities - 86% in 2020. Last year 68% of direct spend was on our apps including supporting existing apps (Calm Harm, Clear Fear) and developing new ones (Combined Minds, Move Mood). 21% was spent on our education programme including the digital teaching resource for schools 'Head-Ed' and on our conference programme. New initiatives providing Covid-driven resources and increased awareness (National Youth Mental Health Day) accounted for the remaining spend.

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



## 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.



stem4's independently reviewed Report and Accounts for the year ended 30th September 2020 can be found on pages 24 to 45.

**Charity Registration No. 1144506**

**Company Registration No. 07779151 (England and Wales)**

**STEM4 LIMITED**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 SEPTEMBER 2020**



# STEM4 LIMITED

## LEGAL AND ADMINISTRATIVE INFORMATION

---

<b>Trustees</b>	Dr N S Krause Ms A C McKenzie Ms C T C Meech Mr F J Ranero Mr A G Sales Ms D V Ward Ms S E Wiseman
<b>Charity number</b>	1144506
<b>Company number</b>	07779151
<b>Registered office</b>	Wimbledon Business Centre Old Town Hall 4 Queens Road London SW19 8YB
<b>Independent examiner</b>	Azets Audit Services Mount Manor House 16 The Mount Guildford Surrey GU2 4HN

# STEM4 LIMITED

## CONTENTS

---

	<b>Page</b>
Trustees report	27 - 31
Independent examiner's report	32
Statement of financial activities	33 -34
Balance sheet	35
Notes to the financial statements	36 - 45

# STEM4 LIMITED

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

The trustees present their report and financial statements for the year ended 30 September 2020.

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.

stem4 provides a direct response to the growing number of young people being affected by these conditions 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.

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

### **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. In addition, there has been an increased focus on promoting awareness including the launch of Youth Mental Health Day in September 2020.

Two new apps were developed in the year - 'Combined Minds' for families and friends, funded by individual donations, and the 'Move Mood' (depression) app funded through a Tech for Good grant from Comic Relief/ Paul Hamlyn.

The charity extended its collaborations with third parties to provide customised, licensed versions of the 'Calm Harm' and 'Clear Fear' apps to support specific user groups in managing self-harm and anxiety in more localised settings.

# STEM4 LIMITED

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

During the year, the charity was recognised for its work, winning the 2020 Digital Leaders' Tech for Good award.

In March 2020 the charity recognised an urgent need for COVID-19 specific materials for young people and their families to help them manage the impact of the pandemic on their mental health. The charity, through grant funding, has developed a library of COVID-19 related digital resources available via its website and also developed specific resources to adapt existing app use during the pandemic. The charity continues to do more work in this area, in particular, to reach those communities most severely impacted.

During the year, following a pilot in 100+ schools, the charity launched a new, free to UK secondary schools, digital resource 'Head- Ed'. This suite of mental health videos with lesson plans and learning objectives provides teachers with a complete set of teacher, student and clinician developed teaching resources for secondary schools. This is in line with mental health literacy becoming mandatory in secondary schools from September 2020. By the end of Dec 2020, over 500 schools across the UK have signed up for this comprehensive, free resource and the charity continues to work to extend and embed this nationally. Over the pandemic, a modified version 'Head Ed Light' was released, approved by the Department of Education to help with home learning. The charity has, in addition invested in technology to facilitate a new digital conference and training programme, further extending reach.

A strategy planning meeting facilitated by Sharon Wright, strategy and policy development consultant, Creative Wit, was held to review existing business plans and to adapt the stem4 five year forward view. The stem4 team continues to expand as the charity grows, and a digital project manager was appointed in the year to manage the increase in volume and complexity of projects to ensure continued quality delivery. The charity continues to benefit from the generous donation of the office in the Wimbledon Business Centre from the Generations Foundation. This has enabled the charity to grow and continue to create links with the community and local corporates.

The charity held a virtual AGM in the year confirming the appointment of a new trustee and reappointing Azets (formerly Wilkins Kennedy) as accountants to perform the charity's independent review.

### **Financial review**

The charity's income increased £129,831 for the year to 30 September 2020 to £393,010.

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 the COVID-related materials. In addition, the charity continued to generate new funding from contracts providing customised versions of their apps to service providers.

Expenditure rose from £211,209 to £318,289. 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 £393,010 with associated expenditure of £318,289 giving a surplus for the year of £74,721.

Restricted Funds grew from £78,558 to £101,896, including funds very gratefully received from CAF, Comic Relief/Paul Hamlyn Tech for Good, Comic Relief COVID-19 Recovery Fund, National Lottery Community Fund, Nominet Reset Mental Health, Wimbledon Community Fund and Wooden Spoon.

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.

# STEM4 LIMITED

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

### Reserves policy

Reserves are to be accumulated and carried forward to assist with future objectives of the charity.

### Risk management

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

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.

### Plans for future periods

The charity aims to consolidate, develop and expand core work. This will include developing further links with schools, colleges and other educational institutions. Focus will be to widen our educational remit through the Head Ed digital programme that can be used in schools by teachers and by continuing to provide face-to-face mental health literacy through digital and where pandemic rules permit, 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 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. 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, 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 in order 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.

We will aim to specifically extend reach and market penetration of existing resources with a goal to reach 100,000 of our audience annually. We 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 annually as well as release at least one national research survey per year.

We will be exploring capacity building to help the charity meet its future goals and increase internal resource through the establishment of a 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, especially post pandemic, and will develop a clear recovery plan to help support the growth of positive mental health in the communities we work with.

# STEM4 LIMITED

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

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 trustee with safeguarding responsibility and the designated safeguarding lead (DSL) receives ongoing training and supervision from a specialist safeguarding consultant. A commitment to an annual safeguarding training programme has also been made.

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.

### 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

Ms C T C Meech

Mr F J Ranero

Mr A G Sales

Ms J L Trainor

(Resigned 31 December 2020)

Ms D V Ward

Ms S E Wiseman

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'.

# STEM4 LIMITED

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

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.

The Trustees report was approved by the Board of Trustees.



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

Dated: 1/2/2021

# STEM4 LIMITED

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

---

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 Limited (the charity) for the year ended 30 September 2020.

### 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.

Mr R J Southey  
FCA  
Azets Audit Services  
Mount Manor House  
16 The Mount  
Guildford  
Surrey  
GU2 4HN  
United Kingdom

Dated: 4 February 2021



# STEM4 LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

### Current financial year

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Total 2019 £
	Notes				
<b><u>Income from:</u></b>					
Donations and legacies	2	159,571	-	159,571	66,183
Charitable activities	3	43,447	189,992	233,439	196,996
<b>Total income</b>		<u>203,018</u>	<u>189,992</u>	<u>393,010</u>	<u>263,179</u>
<b><u>Expenditure on:</u></b>					
Raising funds	4	(36,250)	(4,079)	(40,329)	(54,390)
Charitable activities	5	(123,705)	(154,255)	(277,960)	(156,819)
<b>Total resources expended</b>		<u>(159,955)</u>	<u>(158,334)</u>	<u>(318,289)</u>	<u>(211,209)</u>
<b>Net incoming resources before transfers</b>		43,063	31,658	74,721	51,970
Gross transfers between funds		8,320	(8,320)	-	-
<b>Net income for the year/ Net movement in funds</b>		<u>51,383</u>	<u>23,338</u>	<u>74,721</u>	<u>51,970</u>
Fund balances at 1 October 2019		<u>98,665</u>	<u>78,558</u>	<u>177,223</u>	<u>125,253</u>
<b>Fund balances at 30 September 2020</b>		<u><u>150,048</u></u>	<u><u>101,896</u></u>	<u><u>251,944</u></u>	<u><u>177,223</u></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 LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Prior financial year

		Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
	Notes			
<b><u>Income from:</u></b>				
Donations and legacies	2	66,183	-	66,183
Charitable activities	3	70,815	126,181	196,996
<b>Total income</b>		<u>136,998</u>	<u>126,181</u>	<u>263,179</u>
<b><u>Expenditure on:</u></b>				
Raising funds	4	(49,471)	(4,919)	(54,390)
Charitable activities	5	(100,987)	(55,832)	(156,819)
<b>Total resources expended</b>		<u>(150,458)</u>	<u>(60,751)</u>	<u>(211,209)</u>
<b>Net incoming resources before transfers</b>		(13,460)	65,430	51,970
<b>Net income for the year/ Net movement in funds</b>		(13,460)	65,430	51,970
Fund balances at 1 October 2018		<u>112,125</u>	<u>13,128</u>	<u>125,253</u>
<b>Fund balances at 30 September 2019</b>		<u><u>98,665</u></u>	<u><u>78,558</u></u>	<u><u>177,223</u></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 LIMITED

## BALANCE SHEET

AS AT 30 SEPTEMBER 2020

	Notes	2020 £	£	2019 £	£
<b>Fixed assets</b>					
Tangible assets	10		6,786		9,851
<b>Current assets</b>					
Debtors	11	31,334		10,774	
Cash at bank and in hand		266,214		163,665	
		<u>297,548</u>		<u>174,439</u>	
<b>Creditors: amounts falling due within one year</b>	12	<u>(52,390)</u>		<u>(7,067)</u>	
Net current assets			245,158		167,372
<b>Total assets less current liabilities</b>			<u>251,944</u>		<u>177,223</u>
<b>Income funds</b>					
Restricted funds	14		101,896		78,558
Unrestricted funds			150,048		98,665
			<u>251,944</u>		<u>177,223</u>

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 2020.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

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 1/2/2021

*Nihara Krause*

Dr N S Krause  
Trustee

Company Registration No. 07779151

# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

### 1 Accounting policies

#### Charity information

stem4 Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Wimbledon Business Centre, Old Town Hall, 4 Queens Road, London, SW19 8YB.

#### 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 charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

### 1 Accounting policies

(Continued)

The charity receives government and other grants in respect of specific projects. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

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.

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 net income/(expenditure) for the year.

#### 1.7 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.

#### **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 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

### 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.

#### **1.8 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.

#### **1.9 Retirement benefits**

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

# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

---

### 2 Donations and legacies

	<b>2020</b>	2019
	<b>£</b>	£
<b>Donations and gifts (all unrestricted)</b>		
Donations received	155,551	60,014
Gift aid received	4,020	6,169
	<u>159,571</u>	<u>66,183</u>
	<u><u>159,571</u></u>	<u><u>66,183</u></u>

### 3 Charitable activities

	<b>2020</b>	<b>2019</b>
	<b>£</b>	£
Activities for generating funds	233,439	196,996
	<u>233,439</u>	<u>196,996</u>
	<u><u>233,439</u></u>	<u><u>196,996</u></u>
Analysis by fund		
Unrestricted funds	43,447	70,815
Restricted funds	189,992	126,181
	<u>233,439</u>	<u>196,996</u>
	<u><u>233,439</u></u>	<u><u>196,996</u></u>

# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

### 4 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2020	2020	2020	2019	2019	2019
	£	£	£	£	£	£
<u>Fundraising and publicity</u>						
Staging fundraising events	3,749	-	3,749	9,704	-	9,704
Support costs	32,426	4,079	36,505	39,392	4,919	44,311
	<u>36,175</u>	<u>4,079</u>	<u>40,254</u>	<u>49,096</u>	<u>4,919</u>	<u>54,015</u>
<u>Support costs</u>						
Support costs	75	-	75	375	-	375
	<u>36,250</u>	<u>4,079</u>	<u>40,329</u>	<u>49,471</u>	<u>4,919</u>	<u>54,390</u>

The costs of raising funds included events costs of £3,749 (2019 - £9,704) and support costs of £36,579 (2019 - £44,686).

### 5 Charitable activities

	2020	2019
	£	£
Charitable activities	165,602	75,228
Share of support costs (see note 6)	109,405	80,008
Share of governance costs (see note 6)	2,953	1,583
	<u>277,960</u>	<u>156,819</u>
<b>Analysis by fund</b>		
Unrestricted funds	123,705	100,987
Restricted funds	154,255	55,832
	<u>277,960</u>	<u>156,819</u>

The cost of charitable activities included charitable expenditure of £165,602 (2019 - £75,228) and support costs of £112,358 (2019 - £81,591).



# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

### 6 Support costs

	Support costs	Governance costs	2020	Support costs	Governance costs	2019
	£	£	£	£	£	£
Staff costs	97,246	-	97,246	67,850	-	67,850
Depreciation	3,664	-	3,664	3,514	-	3,514
Computer expenses	6,596	-	6,596	10,915	-	10,915
Telephone	471	-	471	356	-	356
Other support costs	1,482	-	1,482	1,605	-	1,605
Sundry expenses	640	-	640	1,591	-	1,591
Printing, stationery and postage	842	-	842	1,986	-	1,986
Travel and subsistence	1,025	-	1,025	1,496	-	1,496
Advertising	10,773	-	10,773	15,240	-	15,240
Insurance	1,141	-	1,141	914	-	914
Office rent costs	19,750	-	19,750	18,852	-	18,852
Other staff costs	2,280	-	2,280	-	-	-
Independent examination fees	-	1,560	1,560	-	1,500	1,500
Professional fees	-	300	300	-	458	458
Other governance costs	-	1,168	1,168	-	-	-
	<u>145,910</u>	<u>3,028</u>	<u>148,938</u>	<u>124,319</u>	<u>1,958</u>	<u>126,277</u>
Analysed between						
Fundraising	36,505	-	36,505	44,311	-	44,311
Trading	-	75	75	-	375	375
Charitable activities	109,405	2,953	112,358	80,008	1,583	81,591
	<u>145,910</u>	<u>3,028</u>	<u>148,938</u>	<u>124,319</u>	<u>1,958</u>	<u>126,277</u>

### 7 Trustees

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

Travelling expenses of £1,111 (2019 - £1,483) were reimbursed to Dr. N Krause, a trustee, during the year.

# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

### 8 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2020 Number	2019 Number
	5	4

#### Employment costs

	2020 £	2019 £
Wages and salaries	94,465	65,890
Social security costs	1,063	1,656
Other pension costs	1,718	304
	<u>97,246</u>	<u>67,850</u>

There are no employees who received total employee benefits (excluding employer pension costs) of more than £60,000 per annum (2019 - none).

### 9 Taxation

The company is a registered charity and is therefore not liable to corporation tax.

### 10 Tangible fixed assets

	Office equipment £
<b>Cost</b>	
At 1 October 2019	18,282
Additions	599
At 30 September 2020	<u>18,881</u>
<b>Depreciation and impairment</b>	
At 1 October 2019	8,431
Depreciation charged in the year	3,664
At 30 September 2020	<u>12,095</u>
<b>Carrying amount</b>	
At 30 September 2020	<u>6,786</u>
At 30 September 2019	<u>9,851</u>

# STEM4 LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

### 11 Debtors

	2020	2019
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	24,400	60
Other debtors	3,112	4,974
Prepayments and accrued income	3,822	5,740
	<u>31,334</u>	<u>10,774</u>
	<u><u>31,334</u></u>	<u><u>10,774</u></u>

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

	2020	2019
	£	£
Trade creditors	49,675	4,965
Other creditors	1,185	602
Accruals and deferred income	1,530	1,500
	<u>52,390</u>	<u>7,067</u>
	<u><u>52,390</u></u>	<u><u>7,067</u></u>

### 13 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 £1,718 (2019 - £304).

# STEM4 LIMITED

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 30 SEPTEMBER 2020

#### 14 Movement in Funds

##### Current year

	Movement in funds				Balance at 30 September 2020 £
	Balance at 1 October 2019 £	Incoming resources £	Resources expended £	Transfers £	
Generations Foundation	2,870	16,022	(18,892)	-	-
Comic Relief/Paul Hamlyn Tech for Good (MM)	46,350	14,750	(56,821)	-	4,279
Community Foundation for Surrey	2,708	-	(2,708)	-	-
Leeds Calm Harm	19,600	-	-	(8,320)	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 Lottery Community Fund	-	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>78,558</b>	<b>189,992</b>	<b>(158,334)</b>	<b>(8,320)</b>	<b>101,896</b>

The Generations Foundation relates to funding provided for office rent.

Comic Relief & Paul Hamlyn Foundation Tech for Good Grant (MM) relates to funding provided for the Depression Management App, Move Mood.

Community Foundation for Surrey relates to funding provided for the delivery of 2 educational conferences in Surrey.

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 (Big Give) relates to funds raised via the Big Give Christmas Challenge towards the completed development of Head Ed - a suite of mental health educational videos and teaching resources for use in secondary schools to support the PSHE curriculum.

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.

Comic Relief COVID and National Lottery were funds provided for a resource translation programme to deliver materials to support parents and students in communities heavily impacted by COVID.

# STEM4 LIMITED

## NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2020

### 14 Movement in Funds

(Continued)

Other COVID grants (CAF and Wooden Spoon) relate to funding for videos and booklets, tailoring stem4 material to help young people, parents and health professionals during the pandemic.

Other contracts are funds for a version of the Clear Fear app tailored to support the customer's users manage anxiety in a specific setting.

Wimbledon Community Funds were provided for stem4 to deliver a conference for Merton and Wandsworth parents/carers.

#### Prior year

	Movement in funds				
	Balance at 1 October 2018	Incoming resources	Resources expended	Transfers	Balance at 30 September 2019
	£	£	£	£	£
Generations Foundation	547	22,000	(19,677)	-	2,870
Comic Relief/Paul Hamlyn Tech for Good (CF)	5,014	8,200	(13,214)	-	-
Comic Relief/Paul Hamlyn Tech for Good (MM)	-	46,350	-	-	46,350
CAO Fund	7,567	-	(7,567)	-	-
Community Foundation for Surrey	-	2,708	-	-	2,708
Leeds Calm Harm	-	36,400	(16,800)	-	19,600
Head Ed (Big Give)	-	10,523	(3,493)	-	7,030
<b>Total Restricted Funds</b>	<b>13,128</b>	<b>126,181</b>	<b>(60,751)</b>	<b>-</b>	<b>78,558</b>

### 15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2020	2020	2020	2019	2019	2019
	£	£	£	£	£	£
Fund balances at 30 September 2020 are represented by:						
Tangible assets	5,281	1,505	6,786	7,616	2,235	9,851
Current assets/ (liabilities)	144,767	100,391	245,158	91,049	76,323	167,372
	<u>150,048</u>	<u>101,896</u>	<u>251,944</u>	<u>98,665</u>	<u>78,558</u>	<u>177,223</u>

### 16 Related party transactions

There were no disclosable related party transactions during the year (2019 - none).

stem4, Wimbledon Business Centre  
Old Town Hall, 4 Queens Road, London, SW19 8YB

 @stem4org  @stem4org  @stem4org

[www.stem4.org.uk](http://www.stem4.org.uk) • [enquiries@stem4.org.uk](mailto:enquiries@stem4.org.uk)



Registered Charity No. 1144506