



**THE
NEXT
STEP
TRUST**

Continuing to meet individual needs



The Next Step Trust Annual Report 2023-24

Introducing our very first Annual Report!
Inside, get to know us and the services that we have provided
over the years & view a snapshot of the 2023-24 financial year.

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Letter from our Co-Chair Trustees



John Mooney



Christine Naylor

We are delighted to present our very first Annual Report, from which you will find details of all the amazing events and indeed, progression that has been made since we first opened our doors in 2006. And what progression. Having been involved from the 'word go' we sometimes have difficulty in keeping up!

Reflecting on the progress made over the past year has filled us with pride. This year has seen the purchase of our new and larger respite provision at Southowram. A bungalow, set in an accessible garden, it has been altered and adapted to meet the next steppers needs'. It is hoped it will be ready to welcome its first guests in the early new year.

The Development Day, held in January and led by our friend and supporter Andy Peers, enabled the whole of our staff team to come together to share ideas, be open and honest with their comments and also, eventually, have fun.

The Trustee board were represented and subject to a Question Time session from the staff, which was well received. All of this information finally culminates in feeding into the Strategic Plan for Next Step's development for the forthcoming period. We listen!

Our staff continue to excel and their commitment to next steppers is so reflected in our values. We commend each and every one of them for the work they do so well in achieving our objective of having happier next steppers, quite often undertaking tasks above and beyond the call of duty.

This year has also brought great sadness to us all with two next steppers sadly passing away, reminding us all of the fragility of life. Along with 3 having to be hospitalised, sadly for lengthy periods of time. Our amazing staff team deserve, and indeed get, the respect and thanks from the Board of Trustees for their compassionate care of each other and the families in these challenging times.

We look forward to the forthcoming year with hope and anticipation of the future success that The Next Step Trust surely deserves.

From our Chief Executive



Preet Sandhu

I am delighted to introduce the first annual report for The Next Step Trust. It has been a privilege to be a part of the Next Step journey over the past 12 years. I took over from Graham Pearson, a mentor and friend, who continued to support me as Chair of the Board and helped me to build on the strong foundations laid by the parents who envisioned the organisation.

His tragic loss was felt by us all in the organisation, we hope we have done him proud. I am fortunate to work alongside a highly experienced and supportive Board of Trustees. They have guided me and enabled the organisation to progress led by the next stepper needs. By far the most inspiration I get is from the next steppers who have taught me what is most important in life. They are the most talented; strong; resilient young people with the best sense of humour. It is their interests and needs that dictate the progress of the organisation.

The last 12 years have seen significant changes including, the expansion of an excellent sensory area; increase in the centre's from where we provide our service-2 of which we also own; adaptation of the facilities to meet the changing complex needs of the next steppers; development of a bespoke respite provision and fulfilling the dream of having our own hydrotherapy pool.

None of this could have been possible without a robust financial plan. The business model set up in the early years of the conception of the charity has been the basis for the current growth. Any surplus has been reinvested in the interest of the next steppers-whether it is to ensure the catering facility is 5 star; continued investment in our vehicles to be able to access activities in the region; purchasing a larger and more accessible respite bungalow to reflect the increasing need for the service and planning for additional facilities to enable the next steppers to have the best we can afford.

There have been significant challenges along the way. Not the least of which has been keeping our doors open during the Covid 19 pandemic. It is due to the resilience and adaptability of the staff we were able to come through this having ensured the safety of the next steppers.

The saddest and most difficult aspect of this job is when the vulnerability of our next steppers is brought home. Losing any one of them is always heart breaking, over the years we have had to find the strength to cope with these losses. This last year has tested us more than most. We have had to say farewell to two next steppers and one of our staff team. They have left us with a lot of joyous memories which we will hold on to too help us move on.

Ensuring we provide the best service we can becomes even more important. At Next Step, we measure ourselves against our own exacting standards. We strive to push our own boundaries in accessing the best for the next steppers and take pride in our offer.

None of the above could have been achieved without the amazingly committed and dedicated staff team who have held my hand through this journey. I thank them.

I look forward to the next year and what it may bring as no day is the same at Next Step.



Who we are



The Next Step Trust (TNST) is a charity established in 2006. Established by parents who were in search of a person-centred and stimulating environment for their sons and daughters. TNST has developed into a bespoke provision developing in response to the changing needs of its users.

We support adults with profound and multiple learning disabilities, complex health needs and autism. Providing community-based day opportunities to support our next steppers to embrace the wider world. We offer both in-house and community activities while meeting personal care and medication needs. We also offer a 'home away from home' respite provision, which was developed in 2016.

Our Vision

To continue to be the best bespoke provider and recognised specialist for adults with profound and multiple learning disabilities providing day opportunities, outreach and respite.

Our Social Mission

Working together to support a fulfilling life for people with learning and physical disabilities, complex health needs and autism.

Our Social Mission is an enduring mission that we will always be striving to achieve. To achieve it is something more than important – it is worthwhile!

This leads to a series of positioning statements for the Trust:

- The Next Step Trust is a charity and a not for profit organisation that works in a caring, professional and enterprising way to provide the highest levels of support services possible for people with learning and physical disabilities, complex health needs and autism.
- Through recognising individuality, we work in a flexible and responsive way to meet the needs of each person who uses our services.
- People with learning and physical disabilities, complex health needs and autism needs deserve to have the same opportunities and choices in life as other people – the Trust works with parents, carers, professionals and other support organisations to make this happen.
- Our services are provided in a safe, healthy, happy and stimulating environment to support the development of a person's independence, responsibility and potential.



Our Values

We have five interlocking and overlapping values that provide the foundation for the services that we provide and for the culture that we have created.

● Commitment

The people who use our services need to know that we are here for the long-term – that we will be walking the next steps with them. Our partners and suppliers need to recognise our commitment too, so that we can all work together to support more fulfilling lives for people with complex needs. We will be consistent, determined and embrace the challenges in our work, and always be focussed on being the best we can be for the people we are here to support.

● Respect

We see people as people, and respect them for their differences. There are boundaries within which we expect people to act, and these are based on putting the people we support at the heart of all we do. The respect we have for our work will never allow those boundaries to be compromised.

● Friendship

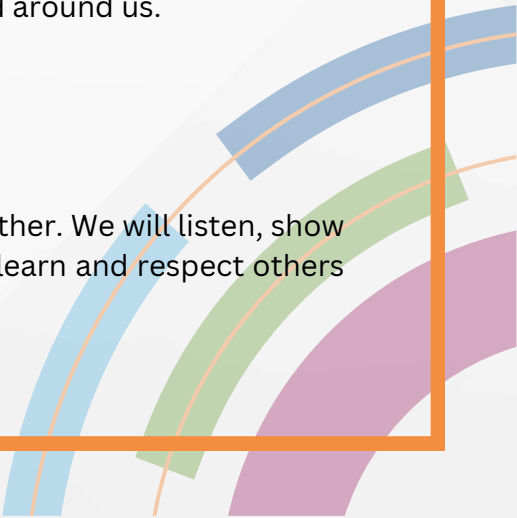
The Trust will extend the hand of friendship to the people who use our services but also to their families too. By being here, we will create a place where people can come together, have a sense of belonging, and feel welcome. We will demonstrate loyalty and honesty to our partners and suppliers, and ask for this in return. Friendship will help overcome challenges in a way that conflict cannot, and through this we will be able to do the best we can for the people we support.

● Adaptability

It is important to our next steppers and their families that we are able to respond to their developing health and social needs. We are confident in working together in a flexible manner to respond and be resilient towards changes in the world around us.

● Kindness

To make everyone feel included and happy we are kind to each other. We will listen, show compassion and be considerate to others. We will make time to learn and respect others thoughts and feelings.



Our Objectives

We use our values as we work towards meeting our objectives. Our objectives are things that we are consistently and proactively working to achieve in order to carry out our Social Mission.



To have happier next steppers

It's all about the next steppers!

We originally provided services to young people between the ages of 19-25 years but now it's about providing young people (including the young at heart if not young in years) with the services that they need to live happier lives both now and in the future. Because of this, we'll make sure that our services are always of the highest standards possible.



Demonstrate commitment to our mission through operational excellence

Getting the detail right matters!

We need to govern responsibly and operate effectively in order to give the best possible service to our next-steppers. From how we recruit staff to how we manage our finances and from how we act safely to how we deliver excellent customer service – all this and much more has a key part to play in the development of our organisation.



Be a financially healthy organisation

Without money we will not be able to fulfil our mission!

We know that we are helping to improve the lives of people with complex needs and we can't allow ourselves to be in a position where we may not be able to continue providing our services. We will focus on having a good balance between contracted, traded and funding income and also on making sure that we remain financially viable by managing and controlling our costs. By developing new trading services we are ensuring that we can look to the future too.



Inspire and embrace the wider world

It's a big world out there and we want to say "Hi"!

There are people beyond our own community that need the services we provide so they need to know about us. There are people who are working for the same reasons that we do so we need to know about them and learn from each other. And there are people who decide how things are going to be in the future – we're so close to the real issues affecting people with complex needs that we need to ensure that our voice is heard.

What we do

Day Service

We currently have three day service bases, two of which we own and one of which we rent. All of our centre's house specialist equipment to meet the essential needs of our next steppers, including ceiling track hoists, soft matting, changing facilities, and standing frames—the list goes on! We also offer a fully equipped catering service for which we have received a 5* catering standards rating. Many of you may have tasted our self-declared, award-winning cheese and onion pie!

Our biggest centre is the Hoover Building, located off the flyover in Halifax. This building is our main hub, where our offices are also housed and where we host our training courses.

Our first home, where we have our roots, is the King Cross centre. We originally occupied only 2 rooms, later expanding to the whole site, which now houses our very own hydrotherapy pool. This is also the location of our main sensory facilities, with 2 state-of-the-art sensory rooms and a high-spec ball pool.

Our smallest centre is Friends Meeting House, located on Clare Road in the town centre. This space is a hub of activity that allows easy access to what Halifax town centre has to offer.

We pride ourselves on offering a wide range of activities across all of our sites and in the local community. This includes, but is certainly not limited to, skylight (circus skills), hydrotherapy, aromatherapy, climbing, sailing, music therapy, arts & crafts, bikes, messy play, baking, bowling, horse riding, and barge trips.



Respite

With limited Respite opportunities in the area specifically for those with more severe and complex needs, and based upon parents' requests for consistent and personalised support, we decided to invest in our own provision. We offer something that will help not only the individuals themselves to have a break and relax, but in turn will also enable their parents and carers to have some much-needed rest time with the confidence and assurance that their son/daughter is enjoying their time away.

Currently, our Respite service is based in the picturesque parish town of Ripponden, overlooking the Ryburn River. The bungalow provides full wheelchair access, ceiling track hoists, and facilities tailored to meet individual needs. Having operated here for 7 years, we have found that the space is too tight to meet the growing needs of our Next Steppers. As a result, we are on the move!

Our potential new Respite home in Southowram is more spacious and accessible, providing more social space and allowing us to safely store the required equipment for our next steppers with the additional benefit of open-plan living and panoramic views of Halifax.

As it stands, we anticipate the big move to happen in December 2024-January 2025—watch this space!



Our Trustees



Christine Naylor

Christine is a parent of one of our next steppers and originally recognised the need for our service in 2006. Chris worked for a large building society and was primarily responsible for the mortgage budget, gaining investment management experience. She has also worked for the Calderdale Adult Education department and is former trustee and past Chairperson for a national charity, the Tuberous Sclerosis Association.



John Mooney

John is our company secretary and joined TNST as a Trustee in 2006. He has a degree in engineering and after a career as an eco-warrior, has recently started enjoying retirement as a Grandfather. John has been supporting charities that help disadvantaged adults all of his adult life. He is currently a trustee/director of two other local charitable businesses, Calderdale Community Energy and Assistiv CiC. He has been contributing to Community Foundation for Calderdale's Kerbside fund for 15 years and supporting Stainsby Music Festival for over 20 years.



Maureen Cawthorn

Maureen is a trustee of TNST and has been since 2008. She is a Managing Director and Solicitor at Wilkinson Woodward in Halifax. She studied law at Manchester University and qualified in Manchester before moving to Leeds and then Halifax in the early 90s. In the past she has been a governor of a local primary school and she has also been involved with Overgate Hospice and their Big Build campaign. Away from work she enjoys walking and theatre as well as practising yoga very badly.



Julie Walsh

Julie joined Next Step as a Trustee in 2019. Before this, she qualified from Medical School in Leeds and then trained as an Anaesthetist in West Yorkshire. She was a Consultant Anaesthetist at Calderdale and Huddersfield NHS Trust for 20 years and has recently moved to Airedale NHS Trust where she is a Deputy Medical Director and still does some Anaesthetic work.



Leigh-Anne Stradeski

Leigh Anne has been a Trustee at TNST since 2013. She is the Chief Executive of Eureka, joining in 2000 after moving from Canada where she was Executive Director of the first Canadian children's museum in London, Ontario. Leigh-Anne has been involved in many charities on both sides of the Atlantic, including the Community Foundation for Calderdale.



Emily Pearson

Emily works for Newground Together, the charity within Together Housing Group as the Senior Operations Manager, delivering a range of community engagement programmes. Emily has 20 years' experience of youth & community work in the public and voluntary sector – managing charities and service areas. Emily became a Trustee at TNST in 2023.

Our Team



Preet Sandhu
Chief Executive

I had the privilege of joining the TNST as CEO in 2012. The past 12 years has been an exciting and sometimes challenging journey that has by far, been tremendously fulfilling. I am proud that we have expanded to offer a service to over 50 inspiring next steppers; have three highly adapted specialised centres; an exceptional bespoke respite service; a hydrotherapy pool and most significantly a committed and extraordinary team of staff who have held my hand through this journey.

Fun Fact: I love eating pot noodles- especially Maggie Masala, so it will not surprise you to know that I dislike cooking, especially curry's!



Helen Lane
Operations Manager

I came on secondment from working at Ravenscliffe High School in September 2007 in post as Head of Centre, becoming full-time in January 2008. I later became Operations Manager. It fills me with pride to see the growth of the service, knowing it was developed by a small group of determined parents who had a vision. As well as being the Operations manager, I am also the Safeguarding Lead and in-house Moving & Handling assessor.

Fun Fact: I am intrigued by spiritual growth and future predictions.



Tracy Francis
HR & People
Development Manager

It's been really exciting learning about, and working at TNST – it's given me the opportunity to set up our HR/People Team and I have great ambitions to make sure that TNST has the best people, doing the best job to give our next steppers their best days!

Fun Fact: I was once given a Percy Pig by the actor, Maxine Peake when our train was delayed at Manchester Piccadilly Station.

Verity Cleary
Deputy
Operations
Manager



I started working with TNST back in 2018 and have worked in various roles over the years, most recently I took on the role of Deputy Operations Manager. I can safely say no single day at TNST is ever the same, something I enjoy thoroughly. I am incredibly proud to work at NST where we don't just follow our dreams, we chase them!

Fun Fact: I am an avid collector of earrings with over 100 pairs.



Vicky Weatherhead
Day Service
Coordinator

I joined TNST as a support worker 11 years ago, then went on to become a Lead Support Worker. As TNST developed, I successfully interviewed for the position of Day Service Coordinator. I oversee the day service with the support of the Lead Support Workers. In recent years I have become part of the interview panel and a member of the Service Development Group.

Fun Fact: I aspire to one day become a Shirley Valentine!



Harriet Daniel
Assistant Day Service
Coordinator

I joined TNST back in 2009. It has been a fun and interesting fifteen years with no day ever the same! It's a real privilege to have been part of TNST's journey from such small beginnings to the fabulous service that we are today. During my time at Next Step, I have progressed through several job roles including Support Worker, Activity Lead, Lead Support and more recently, Assistant Day Service Coordinator. A highlight of my time was completing the Leeds half marathon with my Next Step team mates.

Fun Fact: I am an avid volunteer for the 'Frog Life' charity and spend spring evenings at my local 'toad patrol', helping toads to safely cross the road.



Nicola Weaver
Respite Lead

I joined TNST in 2011 as a Support Worker, spending some of my employment as an Activity Lead. I became Respite Lead in 2017. I am an advocate for Respite being a member of the Service Development Group and being part of developing Marsh Meadows. I am proud of how adaptable we all are at TNST, particularly through hard times. One of my fondest memories is during Covid when we set up a glamping area in the garden with fairy lights and a yurt to bring back some of the magic for our next steppers.

Fun Fact: I am a keen thrifter and hoarder who loves to travel.



Helen Collett
Deputy Respite Lead

I joined TNST in 2011 as a Day Service Support Worker, transferring to Respite when it opened in 2017 and I haven't looked back since. It fills me with such pride looking at how far we have come since the beginning and what we have achieved by everyone being so committed to the organisation and next steppers. It is a second family! As of 2024, I am now Deputy Respite Lead and am looking forward to new challenges!

Fun Fact: I love to travel around the world and spend time with my 7 grandchildren.

Our wonderful leadership and management team would not be able to do their job without the dedication and support of the full TNST team including; Lead Support Workers, Lead Brief Support Workers, Medication Lead, Activity Lead, Autism Lead, Communication Lead, Moving & Handling Lead, Admin team, Health & Safety team, Catering team.

Our strength is of course all our supercalifragilisticexpialidocious Support Workers who work the closest with our next steppers- ensuring that on a day to day basis, they support and advocate for them to 'live their best lives'.

Growth

As of 2024, TNST has been in service for **18 years!**

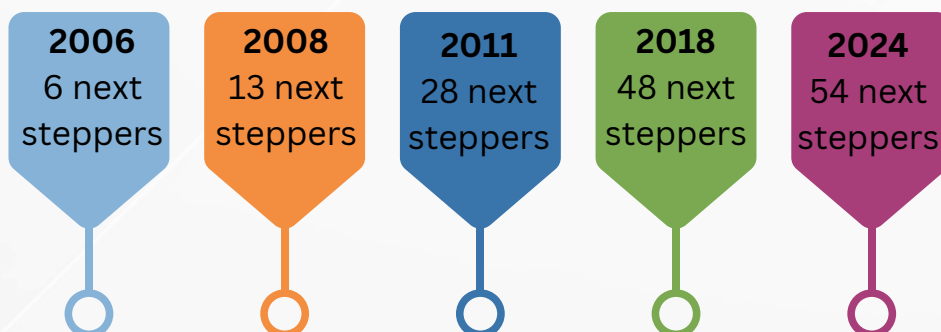
Back in 2006, TNST rented just 2 rooms at King Cross with six next steppers and three employees. The plan was to hold inhouse activities such as baking, arts & crafts and to teach life skills. We soon outgrew that idea! As has always been the case at TNST, we have grown in response to the demand from our next steppers and to meet the need of students graduating from Ravenscliffe High School. Currently there is no age related cut off point for when next steppers are no longer able to stay with us, some of our next steppers have been with us from the very beginning! Over the years and as our next steppers grow older, their physical health needs have changed. We now use and store more equipment than ever before in order to support our next steppers in maintaining their well being.

The growth of our service has meant that we are able to continue to accept referrals for next steppers and recruit accordingly.

Growth in employees over the years



Growth in next steppers over the years



We are incredibly proud of what we have achieved over the years and will continue to invest in our facilities and staffing in order to provide the best service possible to support our next steppers to *'live their best life'*.

Achievements to date

Hydrotherapy
Pool

Inhouse
Swing

3 Day
Service
Centres

Respite

Career
Development
Opportunities

Fleet of
Vehicles

Worked
through
Covid-19 &
shortlisted
for an award

Market
Stalls

Urban
garden

Specialist
Training

Holidays

5 Star
Catering

Ball Pool

Sensory
Room

Awards

TNST was set up by a group of determined parents who had a clear vision of a positive and fulfilling service for their sons and daughters. Built on this, the organisation has been acknowledged as an innovative and progressive service working to the interest of the local community. We have received several awards and nominations over the years including:



**BREAKTHROUGH
OF THE YEAR 2017**
COMMUNITY SPIRIT AWARDS

Presented to us in recognition of the Respite Facility we established in Ripponden which aims to extend the reach of our charity and broaden the range of services we offer to our community.



**OUTSTANDING
CONTRIBUTION**

On the 11th of April 2014, the High Sheriff of West Yorkshire selected us as one of the organisations to be awarded for their Outstanding Contribution to the county of West Yorkshire.



**CHARITY
OF THE YEAR**



**TRUSTEE BOARD
OF THE YEAR**

COMMUNITY & ENVIRONMENT AWARDS 2011



*Outstanding Individual
Achievement Award*



Highlights of our year



Our first self-catering holiday

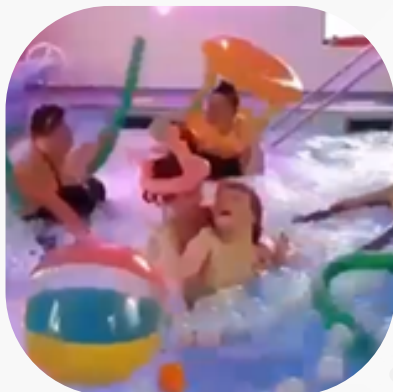
For the first time, we went on a lads holiday to the Calvert Trust, Kielder. The extra holiday had been a request from parents to enable them to experience different things whilst at Respite. Wow, what a week! The sun was shining as we entered chill mode. We fed birds of prey, hung out with alpacas and tried our aim at archery alongside taking dips in the Hydro Pool.

We made memories that will last a life time & we can't wait to be back.



Indoor Swing

The swing on the first floor at Hoover has been a great hit with both next steppers and staff alike. It has provided extra space for next steppers to spend time out of their wheelchairs and to relax into the swinging motion also providing physical therapy. A new experience for some and fun for all that get the chance to sneak on.



Next Step has talent

Who knew we had so much talent within our walls?

Never ones to shy away from a little competition, TNST hosted our very own TNST has talent, taking centre stage at our Christmas Party. It was a close competition with TNST's homegrown boy band, Natalie's sign & sing & Lizzie on the piano as runners up. Huge Congratulations to Cam's Angels for winning first prize for their synchronised swimming routine.



We have lift off

On a practical note, one of our biggest financial investments of the year, we invested £19.5k in a new lift for our King Cross site. This will serve us for years to come supporting access for wheelchair users to our state of the art sensory room.

Impact Report 2023-24



Financial Review

Funding has been secured for many key areas of the Charity.
The majority of income comes from publicly funded centre user's fees.

The Charity has a surplus for the year of £207,583 (2023 - £68,393).

The Charity aims to maintain a level of reserves to ensure that uninterrupted services may continue in the event of short-term funding problems and also to maintain a level of reserves such that if the long-term survival of the Charity could not be sustained, staff redundancy payments and outstanding creditor payments could be met. Current centre running costs in terms of staffing and centre overheads are running at around £603,000 per quarter.

Total funds held by the charity were £2,652,968 (2023 - £2,445,385). Of these £1,442,177 (2023 - £1,458,272) can only be realised on the disposal of the Charity's fixed assets.

The Charity holds £1,207,365 (2023 - £972,845) in unrestricted current assets less liabilities. Of this, £354,265 (2023 - £224,593) has been designated by the Trustees for specific purposes. Of the funds held, £117,225 (2023 - £131,722) are restricted and not available for the general use of the Charity.

The Trustees are of the opinion that the funds held are adequate.

We are now back to the level of surplus that we would expect to have & we continue not to meet our reserves

As we have been hearing on the news, councils neighbouring us have been in hardship and may be facing bankruptcy. This is a risk for us as we are primarily funded by the Adult Care Services. We will be keeping a closer eye on this and will report if any such threats come up.

We negotiated with the council for an enhanced uplift to be equitable as they had made a lower offer to learning disability services. There has been a change in government, we will keep our eye on what this may mean for funding.

Summary Statement of Financial Activities

	2024		2023	
	Unrestricted funds £	Restricted funds £	Total Funds £	Total Funds £
Income and endowments				
Donations and legacies	12,743	1,215	13,958	18,676
Charitable activities	2,600,380	1,768	2,602,148	2,192,237
Other trading activities	124	-	124	365
Investment income	19,354		19,354	5,713
	<u>2,632,601</u>	<u>2,983</u>	<u>2,635,584</u>	<u>2,216,991</u>
Expenditure				
Expenditure on raising funds:				
Costs of other trading activities	253	-	253	29
Expenditure on charitable activities	2,408,439	19,310	2,427,748	2,148,569
Total expenditure	<u>2,408,692</u>	<u>19,310</u>	<u>2,428,001</u>	<u>2,148,598</u>
Net income	<u>223,909</u>	<u>(16,327)</u>	<u>207,583</u>	<u>68,393</u>
Transfer between funds	(1,830)	1,830	-	-
Net movement in funds	<u>222,080</u>	<u>(14,497)</u>	<u>207,583</u>	<u>68,393</u>
Reconcillation of funds				
Total funds brought forward	2,313,663	131,722	2,445,385	2,376,992
Total funds carried forward	<u>2,535,743</u>	<u>117,225</u>	<u>2,652,968</u>	<u>2,445,385</u>

Plans for future periods

TNST continues to be more successful than originally anticipated. Now, having just reached our 18th birthday, the demand for services is forecast to continue increasing.

The successful installation of the Hydrotherapy Pool has been the pinnacle of our achievement in the recent past. Having developed this through the peak of the pandemic and against the odds of Brexit and a growing cost of living crisis was no mean feat. Building on this success we are keen to make this facility available to the wider community, once essential repairs have been carried out, we intend to progress this plan.

Over the last year, we have continued to focus on the quality of the provision. The role of the Activity Lead was reviewed and made into a stand alone position rather than an additional responsibility for a support worker. Also, one day a week has been committed to the audit of medication. As mentioned previously, a Deputy Day Service Co-ordinator (part Time) has been appointed to support the day to day running of the day service. The Moving and Handling Lead role has made a significant difference in influencing the mobility of the next steppers. Their passive stretches are reviewed regularly, and training is provided on how to support them in the hydrotherapy pool. Having a trained person on site allows staff to take advice and ensure the next stepper gets the best support possible. The activity schedule has broadened, using the Zone in Huddersfield for sensory play; regular music sessions and the rambling group led by a support worker are examples of what has been introduced in the last year.

The Board of Trustees have reviewed the NST Strategy for the next three years.

The main areas of discussion were:

Ensuring robust Governance - since the year end we have been fortunate to recruit a new Trustee to the Board following a trial in 2022-23. There is still a gap for another parent trustee and preferably someone with a finance background. We have been fortunate to have a parent involved with the Service Development Group and another one possibly attending the Finance Committee.

The appointment of a Senior HR & People Development Manager in May 2023 not only addressed the HR requirements of a larger staff team but also gave The Next Step Trust the opportunity to consider staff development opportunities in line with the needs of the next steppers. A Senior Manager working alongside the Operations Manager also adds resilience to the team and allows for more robust decision making. This has been further reinforced by the appointment of a Deputy Operations Manager in July 2024.

The capacity to continue to accept new next steppers was deliberated. It was agreed that subject to physical and personnel capacity, we would continue to accept referrals, but we may have a waiting list if the numbers exceed three full time equivalent. This would also ensure we remained dynamic and progressive. Another important concern was NST being appropriate as a service for older next steppers. It was agreed that more than age, it was the interests and health of the next steppers that should determine the appropriateness of the service for this. Therefore, Person Centred Plan reviews will be used to determine any changing needs and how TNST can respond to these.



We have now adopted an eligibility policy which guides us as to which individuals are eligible to be referred to Next Step. Also, as Service User needs are changing, who may out grow our services and may require a different level of support. This would usually be related to a significant change in health needs being a community based service that supports people to access activities within our buildings and in the local community it is important that we ensure that this is the basis of our provision.

We are also looking to invest in 'softer' areas both to build the capacity of the team and support them to be more effective in using their time given the demands on their day supporting the complex needs of the next steppers. Working alongside a local IT Company, we have invested in laptops and software to make access to the care plans; policies and daily jotters easier and more accessible across all sites. The plans for the future include the development of respite to not only offer short breaks for the next steppers but possibly offer the option of transition to supported accommodation.

The next step holidays have been very popular over the last 10 years. More and more next steppers are requesting to go away. We would like to explore the options of different holiday offers such as cruises and seaside breaks along with the residential activity breaks.

A rebound trampoline facility was discussed at the development day, though our preference is to use community services where possible, it is now not possible to get this service for our next steppers. The Service Development Group (SDG) recommended we look at developing this on one of our sites and the Board gave us the go ahead to put a proposal forward, over the last year we have been successful in getting planning permission for the facility to be based at Hoover. We look forward to getting a date to take this further.

The 'use of space' committee has been working well to consider the various challenges in the use of the properties. Storage areas have been created to ensure equipment can be kept safe but also moved away from the main activity areas when it is not needed. We are also auditing the space we have to gauge how many additional referrals we may be able to take over the next few years-this will be reported to the board later this year to form a part of the strategy review.

We have been very successful in supporting people with autism. Currently, we are in the process of auditing the activities of all the people with autism and complex behaviour. This will allow us to ensure we are providing a stimulating environment that encourages development.

At the Next Step Trust, we never forget that it is through the dedication, resilience, friendship and kindness of our staff team that we succeed. Another main focus for us in the coming year is to review the terms and conditions that we offer to staff, as we strive to be the best employer we can be and do all we can to look after the wellbeing of our highly-skilled and highly dedicated team.

The Race for Rebound

We have Trustee approval to explore the option of building our own onsite Rebound facility. Despite Rebound therapy providing therapeutic exercise and recreation for people with a wide range of disabilities, there is a great paucity of facilities within Calderdale. Covid-19 had a major impact on the services that we could access as organisations battened down the hatches to prevent the spread of the disease. This resulted in us not being able to access Rebound at all, causing our next steppers to miss out on this valuable form of exercise and therapy. When services picked up again after Covid-19, the facilities we previously used were no longer offering their service to us.

As part of our objectives, we try to utilise our local community facilities as much as possible. We contacted many schools and even trampoline parks but none of them had capacity.

The benefits of Rebound therapy:

- Improves flexibility and coordination
- Promotes core stability and head control
- Helps increase spatial and body awareness
- Increases confidence with movement
- Improves communication and concentration skills
- Develops independence
- Increases balance, stability and posture through movement
- Helps with muscle tone and strengthens the limbs
- Promotes sensory integration
- Provides a fun form of cardiovascular exercise
- Alleviates tension and is a therapeutic form of exercise
- Increases exercise tolerance and stamina
- According to ReboundTherapy.org, it may also stimulate the digestive system; improve bowel function and clear toxins from the body.



Rebound therapy is not only beneficial for physical function. It is also helpful for individuals with learning disabilities, sensory needs or development disorders such as Autism Spectrum Disorder. Trained members of staff and therapists can incorporate games within their sessions so that individuals can develop their participation/teamwork skills, communication and sensory skills.

Remembering our dear friends

We have had the privilege of being a part of the lives of the people mentioned below and they have all left their own, special impact on the Trust and all those involved.

Mariam



With the warmest smile, the most welcoming 'hiya' & a beautiful dress sense, Mariam loved music and clapping along to the beat.

Atiqah



Our little angel with a very cheeky and feisty side! Atiqah loved a pamper and a foot spa whilst relaxing with friends.

Paul G



Our little ray of sunshine with the best sense of humour, full of sarcasm and wit! Paul loved nothing more than a trip to his beloved Whitby.

Leanne



A glamorous young lady and our queen of baking, Leanne was always cooking up something tasty in the kitchen! A fantastic fundraiser with a huge love of Disney, especially Frozen which was her favourite.

Rayyan



Our cheeky chap with a great sense of humour & a smile that melted our hearts and the gentlest of souls. Rayyan loved his music and laughing along to the stories of Horrid Henry.

Daniel



Such a happy young man with a big love of playing cards. Daniel brought a smile to all of our faces and loved nothing more than spelling out our names, and chatting about Bob the Builder.

Gary



The kindest most caring gentleman. Gary was a friend to all and became a huge part of Next Step after attending for fifteen years. We remember Gary for his love of music, wicked sense of humour and being a huge football fan.

Kayley



Our lovely Kayley, a kind, heart-warming young lady who loved bowling, music and spending time with her friends, especially Gary!

Ashley



With the best laugh and the loveliest hugs, Ashley loved spending time with others and building special relationships. Sesame street & Elmo were his favourite shows & he absolutely loved going on a bear hunt!'.

Megan



Megan loved to get out and about on holidays and going to concerts. A very trendy young lady with fantastic fashion sense and always looking beautiful in her makeup.

Natalie



A very independent young lady who did what she wanted and wasn't afraid to get it! Natalie loved spending time with her family and friends.

Neil



A most charming young man with an eye for the ladies and always blowing kisses! Neil loved Leeds United and cosying up to watch midsummer murders.

Graham



With us from the very beginning; committed, caring and dedicated, he fulfilled many roles, from knocking things down to screwing things up. A trustee, chair of the trustee board and eventually our first Chief Officer. A role he described as the 'best of his professional career'. Graham was a generous and patient mentor to Preet, and we miss him greatly.

Jackie



Jackie, gentle Jackie who loved caring for her next steppers and colleagues alike. A loyal friend to all and always happy to help anyone.

Thank You

As a not-for-profit charity, the money that we have raised through donations, grants and fundraising has been crucial to the development of the facilities that we offer to our next steppers. From knocking on doors to raise money for a washing machine in our early days to running half marathons to fundraise for our Hydrotherapy Pool, we will stop at nothing to achieve our dreams.

We hugely appreciate our next steppers, employees and their families that have chosen to give donations to TNST in memory of their loved ones.

We are also enormously grateful to the individuals and businesses that have supported us on our journey, we quite simply wouldn't have made our dreams come true without them.

With this support we have been able to invest and purchase items essential to the health and wellbeing of our next steppers including our;

- Indoor swing
- Changing beds
- Hoists
- Widening the car park entrance
- Garden
- Several of our minibus fleet
- Hydrotherapy Pool

This list is not exhaustive! We have had a huge amount of support over the years. These items and developments are not only crucial in supporting the health and wellbeing of our next steppers but also contribute enormously to their happiness.

In addition to the financial support, we have been fortunate to be supported by so many people who have guided us by giving their time; expertise; skills; knowledge and connections to support us in many of these projects. We couldn't have done it without you.





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