

Charity registration number: 1003906

Company registration number: 02024372

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH

**TRUSTEES' ANNUAL REPORT AND
FINANCIAL STATEMENTS**

YEAR ENDED 31 MARCH 2025

**BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
TRUSTEES’ ANNUAL REPORT
YEAR ENDED 31 MARCH 2025**

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YEAR ENDED 31 MARCH 2025**

Charity Reference and Administrative Details

Charity registration number 1003906

Company registration number 02024372

Trustees Rev Canon F Longbottom
Mr B Geary (resigned 11 April 2024)
Professor A Davis
Mr J Piggott
Mr M Shakespeare
Dr Ian McPherson
Ms S Willis
Mr N Howl
Mr A Wylde
Ms M Smojkis (resigned 7 April 2025)
Rt Revd J Langstaff
Ms P Lloyd Knight

Chief Executive Officer Helen Wadley

Director of Operations James Harper

Director of Finance Ruth Galvin

Registered office Albert House
Quay Place
92-93 Edward Street,
Birmingham,
B1 2RA

Auditor Cooper Parry Group Limited
Statutory Auditor
Cubo Birmingham
4th Floor, Two Chamberlain Square
Birmingham
B3 3AX

Bankers NatWest
Unit 24 Grand Central
Ground Floor Stephenson Place
Birmingham
B2 4BF

Clydesdale Bank Plc T/A Virgin Money
Jubilee House
Gosforth
Newcastle upon Tyne
NE3 4PL

**BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
TRUSTEES' ANNUAL REPORT
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The Trustees present their report and the audited financial statements of the charity for the year ending 31 March 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Trustees of the Charity

The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Rev Canon F Longbottom	(Chair of the Executive Committee)
Mr J Langstaff	(Chair of the Finance Committee, member of the Estates Committee)
Professor A Davis	(member of the Clinical Governance Committee' member of the Finance Committee)
Mr J Piggott	(Chair of Estates Committee, member of the Finance Committee)
Mr M Shakespeare	(member of the Clinical Governance Committee)
Dr Ian McPherson	(Chair of the Clinical Governance Committee)
Ms S Willis	(member of the Clinical Governance Committee)
Mr N Howl	(member of the Finance Committee)
Mr A Wylde	(member of the Estates Committee)
Ms M Smojkis	(member of Clinical Governance Committee)
Ms P Lloyd Knight	(member of the Clinical Governance Committee, member of the Estates Committee)
Mr B Geary	(Company Secretary & Treasurer, member of Finance committee, member of Clinical Governance committee) resigned April 2024

Chair's Report

We often start this report with the finances for the year, and again it has been a very difficult year. However, this year, we want to begin by highlighting the incredible achievements of our staff, despite the challenging financial circumstances.

During 2024/2025, we supported over 23,000 people and launched three new services. We also successfully bid for a significant contract. These accomplishments, detailed below, are a testament to the dedication of our staff and volunteers.

New Services

We have made significant progress on several long-term projects. We decided to invest £2M into refurbishing Sycamore Lodge into 14 self-contained flats/flatlets. Sycamore Lodge, previously a Care Home, was closed in 2023 due to the building's unsuitability. With the help of a Senior Build Advisor, we developed a proposal that aligns with our values and strategic direction. We secured Planning Consent and are currently tendering for builders, with a groundbreaking date in September 2025 and a completion date in October 2026.

Shortly after this decision, we had the opportunity to bid for a Recovery House Contract with the NHS. The NHS required the successful bidder to have at least 10 rooms for short-term accommodation (no more than 7 days) as a respite in a crisis or as an alternative to hospital. Given our experience with "Crisis Alternatives" services, we submitted a bid with a temporary solution until Sycamore Lodge is ready. We were informed in early 2025 that we were successful, and we are currently setting up this new service. We will be welcoming 19 new staff, and the contract is worth £1M per annum for three years, with a possible extension for two more years. This

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new service is an exciting challenge, leveraging our residential experience and crisis support expertise.

We also secured funding to expand our Crisis Cafes (Talking Spaces) and established a new under-25 crisis café in St Paul's Square at the end of this financial year. Although the funding is for one year, if we can demonstrate its effectiveness in reducing A&E visits and the need for clinical crisis services, it may be extended. Additionally, we received funding for two more staff members for our successful Discharge Navigation team, which helps people transition out of hospital as soon as they are clinically ready.

These new services, along with our recently launched ICRT (Intensive Community Rehabilitation Team) in 2023 and our Mental Health Connectors, demonstrate our role in supporting people with mental health issues who also need clinical services. By working in partnership, we offer a comprehensive service that addresses both social and medical needs. This journey began with Rookery Gardens in 2013, and our partnership efforts have only strengthened since then.

Another new service we are proud to have opened is our Wellbeing Hub in the Bullring. After working with the Bullring's owners for a couple of years, we delivered training and support to their staff and ensured our Helpline was prominently displayed. Hammerson's, the owners, offered us a small shop front to deliver services and act as a drop-in service for customers and staff. We secured a grant from Inclusive Communities to staff this service for nine months and used fundraised income to extend it to a year. This central location allows us to offer support to people who might not otherwise contact us, providing a drop-in service to the thousands of people who visit the Bullring shopping centre.

Values

Our success is rooted in our values, which guide our decisions and service delivery. Approximately every five years, we refresh our values with input from staff and service users. During 2024/2025, we conducted workshops to refresh our values, which will be formally launched in the summer of 2025. By focusing on quality and person-centered approaches using the Recovery Framework, we have built a positive reputation with our commissioners and service users.

Vulnerable Adults Service

Our Vulnerable Adults Service faced a significant funding decrease, amounting to over 20% of both our Lead Worker Contract and Supported Housing Service. We worked with Birmingham City Council (BCC) to remodel the service, allowing us to continue supporting similar numbers of people in a different way. This challenge required us to partner with BCC to safeguard services for vulnerable adults. As part of this remodeling, we decided to close Middleton Hall Road, our last group home in supported accommodation. This closure marks a significant milestone in our commitment to ensuring individuals in our care have their own facilities.

Regulated Services

This area has seen significant changes over the last decade, with the closure of our longer-stay CQC regulated care homes and an increased focus on short-term step-down services and our integrated services. Our integrated services with the Mental Health Trust, including the ICRT, have steadily increased the number of people they support, helping to reduce out-of-area placements. In 2025/2026, we expect further expansion of this work. The main change in this service area is our successful bid for the Recovery House tender, offering an alternative to hospital for people in crisis. This service is likely to be registered with CQC.

Community Services

Our Community Services continue to offer a wide range of early intervention services, from Community Development Workers to Recovery Hubs, in partnership with Creative Support. This area also includes the Mental Health Connectors service, delivered in partnership with Better Pathways and LWC, and our staff

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working in newly formed Neighborhood Hubs. As government policy mandates care closer to home, this neighborhood approach to mental health will become more prevalent. We have also been part of a pilot for a 24/7 Neighborhood approach to mental health, which our Mental Health Trust is considering rolling out more widely.

Pathways

This service area focuses on our work in partnership with the NHS within urgent and acute pathways. Our Helpline reached 17,024 people this financial year and is now more focused on prevention and early help. Our Talking Spaces (Crisis Cafes) have expanded, including a new specialist 18-25-year-old talking space. We secured long-term funding for our Selly Oak Talking Space service, initially set up as a pilot. Our Discharge Navigators team has also expanded, providing support to NHS Discharge teams and helping people transition out of psychiatric wards.

Staffing

The financial year of 2024/2025 has been challenging for many charities and social care organizations. External factors, such as increases to the Real Living Wage, required us to raise our lowest-paid staff to £12 per hour (an 8-10% increase in April 2025). While we are proud of our commitment to the Foundation for Living Wage scales, this has put pressure on other salaries. Over the last three years, our lowest-paid front-line staff have received over a 25% pay increase, while other staff have received over a 10% increase. However, our largest contract has faced a real-time equivalent cut of 20%.

Through staff surveys, we learned that those working in our two offices were dissatisfied with the accommodation. Our Head Office was drafty and lacked disabled access, while our Newtown office had little natural light. We decided to sell our Head Office, end our Newtown lease, and rent new offices nearby. We moved into the new office in December 2024, which has been very successful, bringing the organisation together and providing a better working environment.

We also launched our internal Workplace Mental Health First Aid program, training several team members and appointing our Workforce Development Manager as the Mental Health First Aid Champion. This program provides support to staff, recognising that supporting colleagues with mental health difficulties is different from supporting service users within our service provision.

Our journey towards Race Equity continued this year with the formation of a formal officer-led group. This group is dedicated to ensuring the charity reflects Birmingham's ethnicity at all levels of leadership. While our front-line staff are diverse, diversity decreases higher up the leadership structure. The passion and commitment of the Race Equity Group are outstanding.

Social Value

Our CEO continues to chair the VCFSE Mental Health Panel/Collective within the Mental Health Provider Collaborative, demonstrating our commitment to improving services beyond Birmingham Mind. We believe in influencing broader service provision and advocating for person-centered approaches. Despite significant health inequalities in mental health in Birmingham and Solihull, we use our voice to speak for those who struggle to be heard and connect our service activities with overall mental health commissioning and strategies.

We trained over 220 people around Suicide Prevention in our contract with Walsall Public Health and we have in total delivered 89 courses training over 1,145 people this year. We have also developed a strong partnership with Aston Villa Foundation for our Mental health First Aid contract. Our fundraising efforts, including the "Mental Elf" Fun Run in December 2024, brought in significant funds and helped challenge stigma.

We know that the last 12 months have been incredibly tough for individuals and companies with the Cost Of

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Living Crisis - being able to donate to charities such as ours becomes even harder. We're therefore so grateful for those people who have fundraised for us, donated to our campaigns, and supported us at our events like Mental Elf which sold over 350 tickets or our first 'Big Climb' at Snowdon. We also recognised those fundraisers who went so far above and beyond, such as the Richardson family who have raised over £10,000 for Birmingham Mind through Marathons, cycling to Weston-Super-Mare and sky dives.

We also utilized part of the fundraised money for our new Innovation Fund, allowing staff to bid for funds to introduce new ways of working or improve mental health awareness.

Volunteers

Volunteers are vitally important to us. Despite slow growth in general volunteers, we have successfully recruited volunteers for the Helpline, adding depth and richness to our service. Over 70 volunteers helped us this past year.

Service User Involvement

We have strong service user involvement within the charity. A dedicated cohort of service users helped shape our Service User Participation and Influence Strategy, and we held a successful conference. Although we faced the loss of Andrew Nicolls, who was influential in our service user engagement, our commitment to this work remains strong.

Conclusion

In summary, despite challenges, Birmingham Mind has made significant progress this year, reaching more people than ever and maintaining a commitment to being a good employer during difficult financial times. Our balance sheet remains robust, ensuring we can continue to support our service users.

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Objectives and Activities

Vision

"Better Mental Health for All"

Birmingham Mind's Core Values

- **Respect:** Respect for the individual
- **Partnerships:** By working together, we are more effective and inclusive
- **Recovery:** enabling each individual's unique and personal recovery journey wherever and whenever we can
- **Wellbeing:** Actively working to educate and encourage people to look after their mental, emotional and physical wellbeing
- **Prevention:** building resilience and challenging stigma in and across communities

Strategic Report

Aims and Achievements

Our Strategic and Business Plan sets out a series of objectives to be met over 2022- 2025 and is reviewed every year. Some of the main objectives and what we actually achieved are as follows:

2024/2025 What we planned to achieve	2024/2025 What we actually achieved
Relocate our three offices to provide a better working environment for people	We move in December 2024. We are in the process of selling our former Registered Office.
Innovation fund to be used to help fund internal service improvement/development ideas	Innovation Program was launched and a number of projects have been funded.
Develop new Value statements for Birmingham Mind	New Values statements and Intentions have been agreed, this set of accounts reflect the previous set due to timings.
Become a Registered Provider	We submitted a Pre-application. However a review of the external environment means that we are now planning a different approach to it.

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Risk Management

The Senior Management Team monitors all major risks to which the charity is exposed. A risk register has been established and is formally reported to the Executive Committee annually. Relevant risks are reported to each committee meeting to ensure dynamic risk management.

Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors. In addition, the Mind Quality Mark (MQM), which Birmingham Mind is required to meet as part of its federation agreement, provides a quality assurance framework to ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Plans for Future Periods

Birmingham Mind sets its Business Plan in March and as such the Business Plan for 2025/2026 has been set.

- Appoint builders and start the re-furnishment of Sycamore Lodge.
- Open the new Recovery House on 1st October 2025 (in temporary location in Alum Rock)
- Increase our collation and use of data to demonstrate the overall impact we have
- Re-achieve our Investors in People Gold awards and run our 3 yearly staff conferences.
- Agree on a way forward for achieving Registered Provider Status.
- Develop a new 3-5year Strategy.

Structure, Governance and Management

Birmingham Association for Mental Health (hereinafter called Birmingham Mind, the Association or the Charity) is a Charity and Company Limited by Guarantee governed by a set of Articles of Association. The objectives for which the Charity is established are to promote preservation of mental health and to assist in the relief and rehabilitation of people with mental health problems.

The governing body of the Charity is the Board of Trustees or Executive Committee who meet approx. 9 times a year including an Away Day with the Senior Management Team of the Charity, to review the overall strategic aims and business objectives of the Association. The Executive Committee has established a formal sub-committee called the Finance Committee with a specific remit to oversee the finances and risk management procedures of the Charity.

The Association also has a Clinical Governance Committee which directly reports to the Executive Committee. This Committee oversees the operational side of the Association focusing on quality and standards. Our Estates Committee has picked up some of the governance around Health and Safety as well as affording us the time to consider investments in buildings.

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Structure, Governance and Management - continued

Service user representatives are actively recruited to sit on all Committees and currently we have 2 service user placements on each Trustee Led Committee.

All Trustees are recruited on a 3-year rotation programme with no overall limit on the length of service. During the last year we have undertaken a full skills Audit to enable us to focus on where we need extra knowledge. IT/Digital and housing are all areas we would like to strengthen at Board level.

Recruitment of new trustees involves a structured process to ensure the charity has the right mix of skills, experience, and commitment to fulfill its mission. The process typically includes identifying skills gaps, developing a role description before either advertising the vacancy or reaching out through the extensive networks of the Chair's existing trustees and senior managers. Following this process the Chair and CEO meet with the prospective trustee, and if felt appropriate potential Trustees are then invited to attend an Executive Committee meeting as an observer/co-opted. A formal nomination may then be made subject to all necessary checks. All new Trustees are given the opportunity to visit the key services that the Charity runs, and all Trustees can access the full internal training that is offered within the Association.

Birmingham Mind is affiliated to National Mind and has to ensure compliance with the National Mind Quality Standards Mark.

Birmingham Mind subcontracts to 5 organisations; Longhurst Housing (now part of Amplius Housing), R&J Support & Care Ltd, Living Well consortium, Better Pathways and Creative Support. We have formal contracts with Forward Thinking for Birmingham, Birmingham and Solihull Mental Health Foundation Trust as well as Birmingham City Council, and the relevant ICB/Mental Health Provider Collaborative.

Public Benefit Statement

Our main activities and who we try to help are described throughout the Chair's report and the Strategic Report. All our charitable activities focus on either supporting people with mental health issues; increasing people's wellbeing/emotional resilience or challenging the stigma and discrimination that surrounds mental ill health. All of these are undertaken to further our charitable purposes for the public benefit. The Trustees are of the opinion that throughout the year the Charity complied with the duty in section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

Financial Review and Related Policies

The accounts show our continuing strong financial position. Our turnover has remained over £10m at £10,170k (2023 £10,297k) operationally breaking even in 2025 before the defined benefit pension scheme gain compared to a net expense of £12k for 2024, reflecting our continuing prudent use of funds in the current financial climate.

Our Balance Sheet continues to be strong, which gives confidence to our funders and commissioners working with us in the future.

There were no related party transactions during the year other than some minor trustee expenses totalling £867 which relate to travel and mobile phone costs.

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Reserves Policy

The current reserves policy is for the Association to strive to increase its unrestricted (excluding designated) reserves fund to ensure that any delay in the receipt of income by the Association, caused by the actions of third parties, does not affect the ability of the Association to meet its obligations to its beneficiaries. Trustees annually review balances and reserves and set aside resources for current plans and specific risks.

As part of this, where any donations have not been used in-year, equivalent resources are set aside to support future projects. In addition, a fixed assets reserve is matched to the extent that resources are invested in capital and therefore not available for short-term use.

The total amount of reserves at the year end amounts to £3,285k (2024: £3,164k). Trustees seek to retain unallocated balances (free reserves) for wider risks and short-term cash flow matters. The long-term target set by trustees for this is £3m or approximately three months budgeted operating expenditure. The amount held in free reserves now totals £1,093k after the notional FRS 102 Pension provision of £849k has been deducted, which is an improvement on the previous year. The balance in reserves now represents around 1½ month's total expenditure.

These accounts recognise future pension liabilities in accordance with FRS 102. Trustees have continued with their policy of setting aside a designated fund to contain the impact of liability revaluations to minimise the impact on resources set aside for other plans.

Investment Policy

During 2024/2025, we continued to hold funds in higher interest accounts with easy access. This policy was under continual review during the year with the Finance Committee reviewing the investments at its meetings on the advice of the Finance Director and Treasurer.

We acquired several buildings at the end of April 2022 that were previously leased in order to continue delivering our existing successful services. This included a care home and 4 Supported Housing properties. Many of these properties are in need of refurbishment and as a result, cash reserves continue to be held with easy access until projects have been finalised.

Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees Report including the Strategic Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the net income or expenditure, of the Company for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

Disclosure of information to the auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, as far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- We have taken all the steps that we ought to have taken as directors to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors.

Signed on behalf of the board on 7 August 2025.



Rev Canon Frank Longbottom
Chairman

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(Company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BIRMINGHAM ASSOCIATION FOR MENTAL
HEALTH FOR THE YEAR ENDED 31 MARCH 2025**

Opinion

We have audited the financial statements of Birmingham Association for Mental Health (the 'charity') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BIRMINGHAM ASSOCIATION FOR
MENTAL HEALTH FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BIRMINGHAM ASSOCIATION FOR
 MENTAL HEALTH FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our assessment focused on key laws and regulations the College has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, taxation legislation, data protection, anti-bribery and employment legislation. We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Charity and how the Charity is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Charity's control environment and how the Charity has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the Charity's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BIRMINGHAM ASSOCIATION FOR
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Auditor's responsibilities for the audit of the financial statements (continued)

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

4565E73EF2F046E...

Kevin Hodgetts FCA (Senior Statutory Auditor)

for and on behalf of

Cooper Parry Group Limited

Statutory Auditor

Cubo Birmingham

4th Floor

Two Chamberlain Square

Birmingham

B3 3AX

Date: 26 September 2025

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2025

		Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
	Note				
Income from:					
Donations and legacies	2	164,172	-	164,172	211,058
Charitable activities	4	9,884,089	79,990	9,964,079	10,052,984
Investments	3	42,089	-	42,089	33,365
Total income		10,090,350	79,990	10,170,340	10,297,407
Expenditure on:					
Raising funds	5	123,362	-	123,362	107,218
Charitable activities	5	9,904,204	79,990	9,984,194	10,138,767
Other	11	62,748	-	62,748	62,928
Total expenditure		10,090,314	79,990	10,170,304	10,308,913
Net income		36	-	36	(11,506)
Transfers between funds		1,325	(1,325)	-	-
Other recognised gains and losses					
Defined benefit pension scheme: Actuarial gain/(loss)	11	121,500	-	121,500	(228,392)
Net movement in funds		122,861	(1,325)	121,536	(239,898)
Reconciliation of funds					
Total funds brought forward		3,162,448	1,325	3,163,773	3,403,671
Total funds carried forward	13	3,285,309	-	3,285,309	3,163,773

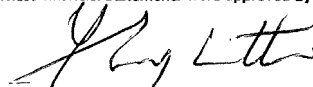
The notes on pages 18 to 26 form part of these financial statements.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

BALANCE SHEET
As at 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible fixed assets	8		1,898,177		2,178,373
Current assets					
Debtors	9	765,552		1,407,939	
Cash at bank and in hand		<u>3,433,412</u>		<u>2,625,169</u>	
		4,198,964		4,033,108	
Creditors: amounts falling due within one year	10	<u>(1,962,832)</u>		<u>(1,847,708)</u>	
Net current assets			2,236,132		2,185,400
Net assets excluding pension liability			<u>4,134,309</u>		<u>4,363,773</u>
Defined benefit pension liability	11		(849,000)		(1,200,000)
Net assets			<u>3,285,309</u>		<u>3,163,773</u>
Charity Funds	13				
Unrestricted funds:					
General reserves before pension reserve			1,915,534		1,854,275
Pension reserve (FRS102)			<u>(849,000)</u>		<u>(1,200,000)</u>
General reserves after pension reserve			1,066,534		654,275
Designated reserves			<u>2,218,775</u>		<u>2,508,173</u>
Total unrestricted funds			3,285,309		3,162,448
Restricted funds			-		1,325
			<u>3,285,309</u>		<u>3,163,773</u>

These financial statements were approved by the Executive Committee and authorised for issue on 7 August 2025, and are signed on its behalf by:



Rev Canon Frank Longbottom
Chairman

Company registered number: 02024372

The notes on pages 18 to 26 form part of these financial statements.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

CASH FLOW STATEMENT
For the year ended 31 March 2025

	Note	2025 £	2024 £
Net cash (outflow)/inflow from operating activities	a	528,514	(1,073,205)
Cash flow from investing activities			
Receipts from sale of fixed assets		237,640	-
Interest received		42,089	33,365
		-	-
Net cash inflow/(outflow) from investing activities		279,729	33,365
Net decrease in cash and cash equivalents		808,243	(1,039,840)
Cash and cash equivalents at start of year		2,625,169	3,665,009
Cash and cash equivalents at end of year		3,433,412	2,625,169

Notes to cash flow statement:

a) Reconciliation of net income to net cash inflow from operating activities	2025 £	2024 £
Net Income for year (before other gains and losses)	36	(11,506)
Amortisation of grants receivable in respect of fixed assets	-	-
Interest receivable	(42,089)	33,365
Depreciation	52,173	55,755
Disposal of fixed assets	(9,617)	-
(Increase)/decrease in debtors	642,387	947,373
Increase/(decrease) in creditors	115,125	77,676
Interest expense re defined benefit pensions liability	62,747	62,928
Defined benefit pension deficit contribution payments	(292,248)	277,320
(Decrease)/ Increase in provisions excl pension creditors	-	-
Net cash (outflow)/inflow from operating activities	528,514	(1,073,205)

b) Analysis of changes in net funds

	At 01/04/24 £	Cash flow £	At 31/3/25 £
Net cash			
Cash at bank	2,625,169	808,243	3,433,412
Total	2,625,169	808,243	3,433,412

The notes on pages 18 to 26 form part of these financial statements.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2025

1 ACCOUNTING POLICIES

The accounting policies adopted in the preparation of these accounts are:

(a) Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Preparation of accounts on a going concern basis

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

(b) Income recognition

Income from rents and charges is recognised on an accruals basis according to chargeable occupancies.

Income from fees charged for services are recognised on completion of the services to be performed.

Grants received and receivable are accounted for in the year in which the Association becomes legally entitled to the monies and performance obligations have been satisfied. Grants receivable but not yet paid to the Association are included in debtors.

Grants for the purchase of fixed assets are recognised as incoming resources in the Statement of Financial Activities in the year they are receivable. Some of the capital grants received are technically repayable should buildings cease to be used for existing purposes.

Revenue grants are recognised as income in the Statement of Financial Activities in the year in which they become receivable.

Income where payments are linked to performance is recognised when conditions have been met, it is probable that the income will be received and the amount can be measured reliably.

Charitable donations, legacies and other income are accounted for on a receipts basis.

(c) Expenditure recognition

Expenditure on raising funds comprise those costs directly attributable to raising income.

Charitable activities represent the costs incurred in working for and promoting the preservation of mental health and the development of mental health care and meeting its objectives.

Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of resources, in proportion to the budgeted direct expenditure for each activity cost category.

(d) Tangible fixed assets

Tangible fixed assets are included at cost less accumulated depreciation. The company's policy is to capitalise all individual fixed assets with a cost greater than £1,000 unless where properly chargeable to annual grant funding.

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful lives at the following annual rates using the straight line method:

Furniture, computer equipment and office equipment	20% - 33%
Building improvements	10%
Buildings	2%

(e) Unrestricted funds

Unrestricted funds are available for the use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

1 ACCOUNTING POLICIES (CONTINUED)

(f) Designated funds

Designated funds are amounts which have been set aside at the discretion of the Trustees for a specific, but not legally binding purpose.

(g) Restricted funds

Where income is received for purposes specified by the donor or by the terms of appeal under which it was raised, that income is shown as restricted in the statement of financial activities. Expenditure for the specified purposes is shown as restricted expenditure. Any unexpended balance at the balance sheet date is carried forward as a restricted reserve.

(h) Pension costs

Some of the charitable company's current and former staff are members of the Social Housing Pensions Scheme (SHPS) which provides benefits based on final pensionable pay. That scheme is now closed to new membership or additional service.

The SHPS is a funded multi-employer defined benefit scheme and the assets are held separately from those of the charitable company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/(expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

Further information can be found in note 11.

(i) Operating lease rentals

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line basis over the period of the lease.

(j) Volunteers

We would like to reflect within the notes to these financial accounts the immense contributions made to the association by our volunteers, helpful members, friends, advisors, patrons and of course our committee members, the help of whom contributes greatly to enhance the work of the association and to whom we are most grateful. We have benefitted from 3,329 hours (2024: 2,116 hours) of volunteer time which if valued at adult minimum wage would equate to £38,078 (2024: £22,049).

(k) Taxation

No corporation tax has been provided in these accounts because the income of the charity is within the exemption granted by Section 505 of the Income and Corporation Taxes Act 1988.

(l) Critical estimates and areas of judgement

The charitable company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

The present value of the Social Housing Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 11, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the last triennial valuation as at 30 September 2023 has been used by the actuary in valuing the pension's liability at 31 March 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

2 INCOME FROM DONATIONS AND LEGACIES

	2025 £	2024 £
Donations	164,172	211,058
Legacies	-	-
	164,172	211,058

3 INCOME FROM INVESTMENTS

	2025 £	2024 £
Bank Interest	42,089	33,365

4 INCOME FROM CHARITABLE ACTIVITIES

	2025 £	2024 £
Birmingham City Council	2,585,438	2,982,934
Clinical Commissioning Groups / NHS Provider Collaboratives	4,184,455	3,788,832
Birmingham & Solihull Mental Health Foundation Trust	1,187,254	1,160,512
Clients	1,518,119	1,679,642
Other	488,813	441,064
	9,964,079	10,052,984

Analysis by service type	Unrestricted £	Restricted £	2025 £	2024 £
Residential	1,149,402	-	1,149,402	1,514,003
Floating support & housing	3,684,694	-	3,684,694	3,930,183
Integrated services	2,549,483	3,990	2,553,473	2,537,640
Day and community services	2,425,125	76,000	2,501,125	3,600
Other	75,385	-	75,385	-
Total	9,884,089	79,990	9,964,079	10,052,984

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

5 ANALYSIS OF EXPENDITURE

	2025 £	2024 £
Costs of raising funds		
Staff costs	78,956	68,983
Other fundraising costs	44,406	38,235
	123,362	107,218

Charitable activities	Residential £	Floating Support & Housing £	Integrated Services £	Day & Community Services £	Total 2025 £	Total 2024 £
Direct costs:						
Staff costs	682,791	1,732,327	1,702,467	1,085,452	5,203,037	5,456,803
Depreciation	14,200	16,779	-	9,000	39,979	50,755
Other costs	322,415	1,500,801	276,156	1,089,113	3,188,485	3,299,060
	1,019,406	3,249,907	1,978,623	2,183,565	8,431,501	8,806,618
Support costs:						
Finance & IT	57,509	183,340	111,622	123,183	475,654	456,304
Personnel	17,015	54,245	33,026	36,447	140,733	214,209
Administration	83,654	266,693	162,369	179,187	691,903	569,876
Governance	7,468	23,806	14,494	15,995	61,763	62,494
Property	20,608	65,697	39,999	44,142	170,446	24,266
Depreciation	1,474	4,700	2,862	3,158	12,194	5,000
	187,728	598,481	364,372	402,112	1,552,693	1,332,149
Total	1,207,134	3,848,388	2,342,995	2,585,677	9,984,194	10,138,767

Analysis by service type	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Residential	1,207,134	-	1,207,134	1,708,403
Floating support & housing	3,848,388	-	3,848,388	3,887,917
Integrated Services	2,339,005	3,990	2,342,995	1,972,727
Day and community services	2,509,677	76,000	2,585,677	2,569,720
Total	9,904,204	79,990	9,984,194	10,138,767

Analysis of Governance Costs	2025 £	2024 £
AGM costs	8,136	7,500
Staff costs	39,127	39,127
Professional fees	14,500	15,867
	61,763	62,494

6 NET INCOME/(EXPENDITURE) FOR THE YEAR

Net income/(expenditure) is stated after charging:	2025 £	2024 £
Depreciation of tangible fixed assets	52,173	55,755
Profit on disposal of fixed assets	9,617	-
Auditor's remuneration - audit	14,500	15,867
Other operating lease rentals	206,206	347,058

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

7 STAFF COSTS

	2025 £	2024 £
Salaries	5,410,459	5,510,376
Social security costs	497,689	495,225
Pension costs	205,596	213,677
	6,113,744	6,219,278

The number of employees whose employee benefits (excluding pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
£60,001-£70,000	2	1
£70,001-£80,000	-	-
£80,001-£90,000	1	1
£90,001-£100,000	-	-

The average number of employees during the year was as follows:

	2025 No.	2024 No.
Direct charitable services	192	196
Support staff	31	35
	223	231

Remuneration of key management personnel

The total amount of employee benefits received by key management personnel was £248,503 (2024: £257,646). The charity considers its key management comprise Chief Executive Officer, Director of Operations, and Director of Finance.

Trustees payments and expenses

No members of the executive committee received any emoluments, pension contributions or had benefits accruing.

Expenses of £867 were incurred during the year in respect of 4 trustees (2024: £Nil).

Redundancy and termination payments

Redundancy and termination payments for the year totalled £16k (2024:£34k).

8 TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Computer equipment £	Office equipment £	Total £
COST				
As at 1 April 2024	2,648,486	329,349	74,729	3,052,564
Additions	-	-	-	-
Disposals	(238,769)	-	-	(238,769)
As at 31 March 2025	2,409,717	329,349	74,729	2,813,795
DEPRECIATION				
As at 1 April 2024	470,113	329,349	74,729	874,191
Charge for the period	52,173	-	-	52,173
Released on disposal	(10,746)	-	-	(10,746)
As at 31 March 2025	511,540	329,349	74,729	915,618
NET BOOK VALUE				
As at 31 March 2025	1,898,177	-	0	1,898,177
As at 1 April 2024	2,178,373	-	0	2,178,373

The net book value as at 31 March 2025 represents fixed assets used for direct charitable purposes.

At the year end there were no capital commitments (2024: £Nil) that were contracted but not provided for in the financial statements.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

9 DEBTORS

	2025 £	2024 £
Rents and grants outstanding	348,969	1,081,212
Prepayments and accrued Income	390,880	325,060
Other debtors	25,703	1,667
	765,552	1,407,939

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Amounts due to suppliers	274,525	185,830
Taxation and social security	105,396	105,013
Accruals and deferred Income	1,521,064	1,489,247
Other creditors	61,847	67,618
	1,962,832	1,847,708

There was £60,326 relating to pension contributions included within other creditors (2024: £56,467).

	2025 £	2024 £
Deferred Income included above comprised:		
Deferred Income b/f	1,133,814	1,099,333
Received in the year	2,104,518	2,858,206
Released to Income and expenditure	-1,870,332	(2,823,725)
Deferred Income c/f	1,368,000	1,133,814

The above deferred Income represents contract funding received in advance of delivery of the performance conditions of the contract, and certain grant funding received which is repayable until such time as the conditions of the funding are satisfied.

11 PENSION AND SIMILAR OBLIGATIONS

The company participates in the Social Housing Pension Scheme (the Scheme), a multiemployer scheme which provides benefits to some 500 non-associated employers. The Scheme is a defined benefit scheme in the UK.

The Scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The last completed triennial valuation of the scheme for funding purposes was carried out as at 30 September 2023. This valuation revealed a deficit of £693m. A Recovery Plan has been put in place with the aim of removing this deficit by 31 March 2028.

The Scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the Scheme. Participating employers are legally required to meet their share of the Scheme deficit on an annuity purchase basis on withdrawal from the Scheme.

For accounting purposes, a valuation of the scheme is carried out with an effective date of 30 September each year. The liability figures from this valuation are rolled forward for accounting year-ends from the following 31 March to 28 February inclusive.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

11 PENSION AND SIMILAR OBLIGATIONS (continued)

The latest accounting valuation was carried out with an effective date of 30 September 2024. The liability figures from this valuation were rolled forward for accounting year-ends from the following 31 March 2025 to 28 February 2026 inclusive.

The liabilities are compared, at the relevant accounting date, with the company's fair share of the Scheme's total assets to calculate the company's net deficit or surplus.

We were notified in 2021 by the Trustee of the Scheme that it has performed a review of the changes made to the Scheme's benefits over the years and the result is that there is uncertainty surrounding some of these changes. The Trustee is seeking clarification from the Court on these items, and this process is ongoing with the Court's determination expected no earlier than Summer 2025. It is estimated that this could potentially increase the value of the full Scheme liabilities by £155m. We note that this estimate has been calculated as at 30 September 2022 on the Scheme's Technical Provisions basis. Until the Court direction is received, it is unknown whether the full (or any) increase in liabilities will apply and therefore, in line with the prior year, no adjustment has been made in these financial statements in respect of this.

	2025 £	2024 £
Amounts recognised in the Statement of Financial Activities:		
Interest on pension liabilities	(52,015)	(52,404)
Expenses	(10,733)	(10,524)
Pension finance income/(costs)	(62,748)	(62,928)
Amounts recognised in Other Recognised Gains/(Losses):		
Actuarial gains/(losses)	121,500	(228,392)
Remeasurements - Impact of any change in assumptions	-	-
	121,500	(228,392)
The amounts recognised in the Balance Sheet are as follows:		
	£	£
Fair value of plan assets	4,746,959	5,178,726
Present value of defined benefit obligation	(5,595,959)	(6,378,726)
Deficit in plan	(849,000)	(1,200,000)
Defined benefit liability to be recognised	(849,000)	(1,200,000)
Movements in the present value of defined benefit obligations were as follows:		
	£	£
At 1 April	6,378,726	6,460,000
Service cost	0	-
Interest expense	302,000	309,000
Actuarial losses/(gains) due to scheme experience	(75,000)	(30,000)
Actuarial (gains)/losses due to changes in demographic assumptions	0	(77,000)
Actuarial (gains)/losses due to changes in financial assumptions	(610,500)	1,202
Benefits paid and expenses	(410,000)	(295,000)
Expenses	10,733	10,524
At 31 March	5,595,959	6,378,726

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

	2025 £	2024 £
Movements in the fair value of charity's share of scheme assets:		
At 1 April	5,178,726	5,274,000
Interest income	249,985	256,596
Experience on plan assets	(564,000)	(334,190)
Contributions by employer	292,248	277,320
Benefits paid and expenses	(410,000)	(295,000)
At 31 March	4,746,959	5,178,726

11 PENSION AND SIMILAR OBLIGATIONS (continued)

Principal Actuarial Assumptions	At 31/03/25	At 31/03/24
Discount rate for scheme liabilities	5.77%	4.89%
Inflation (RPI)	3.11%	3.17%
Inflation (CPI)	2.78%	2.77%
Salary growth	3.78%	3.77%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31/03/25	At 31/03/24
<i>Retiring today</i>		
Males	20.5	20.5
Females	23.0	23.0
<i>Retiring in 20 years</i>		
Males	21.7	21.8
Females	24.5	24.4

12 COMMITMENTS UNDER OPERATING LEASES

Commitments which comprise both property and equipment leases total £462,315 (2024: £199,031), consisting of amounts due within one year £291,018 (2024: £206,206) and amounts due between 2 to 5 years £171,298 (2024: £97,130).

13 RESERVES

	Opening balance £	Income £	Expenditure £	Gains/(losses)	Transfers £	Closing balance £
Unrestricted funds						
General reserves (before pension)	1,854,275	10,090,350	10,267,641	-	238,550	1,915,534
Pension reserve	-	-	229,500	121,500	-	849,000
General reserve (after pension)	654,275	10,090,350	10,038,141	121,500	238,550	1,066,534
Designated reserves						
Property Major Repairs	52,000	-	-	-	26,000	78,000
Strategic development reserve	277,800	-	-	-	35,202	242,598
Fixed asset reserve	2,178,373	-	52,173	-	228,023	1,898,177
	2,508,173	-	52,173	-	237,225	2,218,775
Total unrestricted funds	3,162,448	10,090,350	10,090,314	121,500	1,325	3,285,309
Restricted funds						
Older Adults	1,325	-	-	-	1,325	-
Day Care, User & Community	-	79,990	79,990	-	-	-
Total restricted funds	1,325	79,990	79,990	-	1,325	-
Total funds	3,163,773	10,170,340	10,170,304	121,500	-	3,285,309

Unrestricted funds are available for the use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Unrestricted funds - Designated reserves

The designated reserves were created by the executive committee for the following purposes:

Property Major repairs reserve - this has been set aside for use to perform major repair work on properties.

Assets and Projects Reserve - this resource from previous unrestricted surpluses was set aside for major projects and future asset purchases. It has been fully utilised with the property purchases this year.

Strategic Development Reserve - the use of income raised through donations or fundraising, together with surpluses from External training income is directed by trustees, to fund specific projects or pilots which are felt to be key to the organisation's strategic direction. The Vulnerable Adults Service has continued to be supported this year, alongside our Peer Mentor Support work.

BIRMINGHAM ASSOCIATION FOR MENTAL HEALTH
(Company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the year ended 31 March 2025

13 RESERVES (continued)

Pensions Reserve - this reserve sets aside resources in line with potential long term additional contributions relating to the closed membership of the Social Housing Pension Scheme (defined benefit scheme - see note 11) above that associated with the discounted assessment required under FRS 102.

Fixed Assets Reserve - this sets aside amounts from general reserves to match the extent to which resources have been utilised in funding fixed assets for charitable purposes.

Restricted funds

The income funds of the charity include restricted funds comprising unexpended balances of grants received which are to be applied for specific purposes as stipulated by the donor organisation.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Net current assets £	Provisions £	Total £
Restricted funds	-	-	-	-
Unrestricted funds	1,898,177	2,236,132	(849,000)	3,285,309
Balance as at 31 March 2025	1,898,177	2,236,132	(849,000)	3,285,309

15 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year other than those disclosed in Note 7 (2024: none).

16 POST BALANCE SHEET EVENTS

The Association is in the process of selling Graham Street former head office (NBV £57k). A buyer has been agreed and contract negotiations are under way. A completion date has not yet been agreed.

17 COMPANY LIMITED BY GUARANTEE

The Association is a private company limited by guarantee, incorporated in the United Kingdom and not having a share capital. The guarantee of the members is limited to a contribution of £1 each in the event of the company being wound up whilst that person is a member or within one year of ceasing to be a member.