

Charity registration number 1004477

Company registration number 02593533 (England and Wales)

PENTREATH LTD
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

PENTREATH LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

J D Coad
C T Hazell
L M Mannall
D McAuley
M Steer
J A Tyson
J Parry
I Ross
A Wills

Delegated management

Chief Executive - Louise Knox

Secretary

B Hill

Charity number

1004477

Company number

02593533

Registered office

St Enoder Barns
Glebe Farm, Narrow Lane
Summercourt
Newquay
Cornwall
United Kingdom
TR8 5EE

Auditor

Azets Audit Services
Woodlands Court
Truro Business Park
Truro
Cornwall
United Kingdom
TR4 9NH

Bankers

National Westminster Bank Plc
5 Fore Street
Bodmin
Cornwall
United Kingdom
PL31 2DB

PENTREATH LTD

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PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their annual report and financial statements for the year ended 31 December 2022.

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

Objectives and activities

PENTREATH'S MISSION: To promote good mental health through education and employment.

Pentreath's objectives as defined by its memorandum and articles of association are:

'The practice of employment rehabilitation as a technique for the relief and rehabilitation of those suffering or recovering from a disability or mental illness, and the advancement of public education in such practices in England and Wales.'

Many years after this definition was written, we interpret these objectives in the following way:

- Pentreath offers training, work experience, recreational and employment opportunities to people in Cornwall who are recovering from mental health problems.
- People recovering from mental ill health often experience lethargy, lack of motivation, social withdrawal and a lack of confidence and self-esteem.
- We recognise the important part that work has to play in helping recovery. The focus of our projects is on giving people confidence, together with the skills and training that will help them start the important journey towards employment.
- Our ethos is to combat the social stigma that can attach to people who have experienced mental illness, and to promote equality of opportunity.
- In order to advance this, we encourage local employers to sign up to the 'Mindful Employer' initiative, and our Community Development team works to remove barriers experienced by black and minority ethnic communities in accessing mental health services.
- We also operate an equal opportunities policy, together with a complaints procedure and policy, which takes particular account of the needs and rights of people with a mental illness.

Public Benefit

The trustees confirm that they have complied with the duty under Section 4 of the Companies Act 2006 to have due regard to the Charity Commission's general guidance on public benefit. References have been made in this report as to how public benefit has been promoted through the advancement of education activities of Pentreath Limited.

OUR VALUES



★ APPROACHABLE

We are easy to talk to and open minded. We are accessible and easily understood

INSPIRING

We inspire our clients and those we work with to achieve their goals.

KNOWLEDGEABLE

WE UNDERSTAND OUR PROFESSION, WE ARE EDUCATED AND RECOGNIZED IN THE INDUSTRY

★ PEOPLE CENTRED

We are committed to having open and effective communication both inside and outside of the organisation, this ensures we remain focused on the needs of our clients

TRUSTWORTHY

We are reliable and trusted. We take responsibility for our own actions and behaviours

DIVERSE

WE RESPECT THE DIVERSITY AND INDIVIDUALITY OF ALL AND STRIVE TO REACH ALL COMMUNITIES IN CORNWALL

ENCOURAGING

WE ENCOURAGE AND SUPPORT OURSELVES, EACH OTHER AND OUR CLIENTS

★ ADAPTABLE

We change how we work according to the needs of the person

CREATIVE

We think of new ideas to best support individuals in a recovery process suited to them.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

The increasing cost of living has had a profound impact on people's lives and lead to a growing need for support, exacerbating various social challenges, including the housing crisis, debt and sustaining a healthy quality of life.

1. Financial Strain: Rising costs of essential goods and services, such as housing, food, healthcare, and education, can put a significant financial strain on individuals and families. As people struggle to make ends meet, their overall quality of life may decline.

2. Housing Crisis: The cost of housing, including rent or mortgage payments, can be a major contributor to the overall cost of living. When housing costs become unaffordable, it can lead to homelessness or precarious living situations. A lack of stable housing can have severe physical and mental health consequences and make it challenging for individuals to access employment and education.

3. Impact on Vulnerable Populations: Vulnerable populations, such as low-income individuals and families, seniors, and people with mental ill health, are often disproportionately affected by the increasing cost of living. They may find it particularly challenging to keep up with rising expenses.

4. Increased Demand for Support Services: As more people face financial hardship, there is a higher demand for support services, including social assistance, food banks, housing assistance, and mental health services. Organisations like Pentreath have experienced a rise in clients seeking assistance due to these economic pressures.

5. Multiple Needs: Many individuals and families experiencing financial difficulties may have multiple needs. These needs can range from mental health and addiction issues to educational and employment barriers. Addressing these complex needs requires a comprehensive and integrated approach to support.

6. Community Impact: The ripple effects of increased financial stress and housing instability can extend beyond individuals and families, affecting communities as a whole. Communities may experience higher crime rates, strained social services, and a decrease in overall well-being.

To address these challenges effectively, we play a crucial role in providing support, advocacy, and resources to individuals and families in need. Our collaboration with the NHS, Cornwall Council, Jobcentres and other VCSE and community partners is essential to creating comprehensive solutions that address the interconnected issues of the cost of living, housing, and multiple needs.

Mental Health Statistics

Mental
Health Info
and Statistics



Socio-Economic Cost

Poor mental health and wellbeing costs society over

**£105
BILLION/
YEAR**

Working days lost to mental ill health

12.7%

Lives lost to suicide in Cornwall

**66 PEOPLE
PER YEAR**

**£8,400
LESS PER
YEAR**

INCOME GAP

People with mental health problems earn, on average, £8,400 less than those without these conditions

MENTAL HEALTH PREVALENCE FOR YOUNG PEOPLE

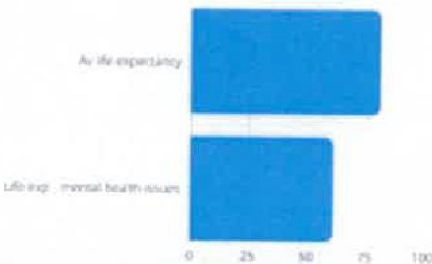
In 1999, 9.7% of young people experienced mental ill health. In 2017, 11% aged 6-16 did. In 2022, it was 18%.

1999



Life Expectancy

The life expectancy of someone with severe mental illness is 15-20 years shorter than average



References

Sheep, R. & Taylor, T. (2022) Mental Health Employment Advisor Service: Final Evaluation Report, Cornwall Council, Cornwall.
O'Shea, R. (2020), Rise or Fever: A Systematic Review of Mental Healthcare in England, Centre for Mental Health, London.
O'Shea, R. & Morley, Z. (2021), Time for Action: Investing in comprehensive mental health support for children and young people, Centre for Mental Health, London.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Our Achievements in 2022



PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2022**

Management

The Project Management team has been expanded and we now have 10 members of the Project Management Team and 4 members on the Senior Leadership Team.

We have started new projects in 2022 and new ones are being developed. For instance, we have set up and started running our Mental Health Connect Wellbeing Coach Service in partnership with Cornwall NHS Foundation Trust and the Mental Health Employment Need and Debt service in partnership with Citizens Advice Cornwall.

Governance

The Board of Trustee meetings have returned to face to face meetings. With Mark Steer as the new Chair of the Board of Trustees, we are committed to maintaining a high standard of governance. Regular meetings, strong safety measures, and a focus on good quality are all essential components of effective board governance.

The board plays a vital role in setting the strategic direction of the organisation, ensuring it remains aligned with its mission, and overseeing its operations. Having a dedicated and experienced Chair like Mark Steer can provide valuable leadership and guidance to the board.

The board members at Pentreath are involved in various areas of support, including finance, future direction and the Shine Project group. Additionally, one trustee provided training in menopause this reflects the commitment to addressing the diverse needs and well-being of staff and clients.

Bi-Monthly Meetings: Holding meetings every two months allows the board to stay engaged and informed about Pentreath's activities and progress. Regular meetings enable the board to address emerging issues, make informed decisions, and provide necessary oversight.

Safety: Prioritising safety within Pentreath is crucial for both clients and staff. This may involve implementing new policies and protocols, ensuring compliance with regulations, and creating a secure and supportive environment for all stakeholders.

Good Quality: Maintaining high-quality projects and services is fundamental to fulfilling the Pentreaths mission effectively. Regular assessments, quality control measures, and continuous improvement efforts can help ensure that we deliver on our commitments.

Well-Governed: Effective governance is the cornerstone of a successful charity. It involves clear roles and responsibilities for the board and Senior leadership, transparency in decision-making, adherence to ethical standards, and compliance with relevant laws and regulations.

By emphasizing these principles, Pentreath is positioned to operate efficiently, provide valuable support to our clients, and make a positive impact to our community. The leadership of the Board of Trustees, plays a pivotal role in upholding these standards and guiding the Pentreath towards continued success

Finance

Clients continue to need more support than ever before both in the number of clients needing support and the intensity of that support along with long waiting lists for many mental health services. The demand for mental health support and willingness of statutory services such as CPFT and NHS Kernow to utilise voluntary and community sector organisations has contributed to our continued growth. This in turn has led to more increases in admin staff and in management than in 2020. We currently have 14 Senior Managers, 4 Project Coordinators and 12 administrators. Pentreath is well set in order to take on extra projects when there is a need and to adapt to the specific requirements of each of those projects.

PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2022**

Future

Pentreath plays a pivotal role in the delivery of community mental health services, and it's continuing to do so in a transformed, creative, and responsive manner.

By providing transformed and Creative Services, it's essential to adapt and innovate in the delivery of mental health services. This might involve integrating technology, developing new trauma informed approaches, and collaborating with other service providers to offer a holistic approach to mental health support. Creativity can also lead to novel ways of engaging and supporting individuals with mental health challenges.

Responsiveness is critical in addressing mental health issues promptly. Our ability to respond to those facing crisis, provide timely interventions and adjust services based on changing circumstances.

Expanded our presence in job centres which allows us to reach individuals who may not traditionally seek mental health support. Many job seekers face significant stress and mental health challenges, making job centres an ideal place to provide support and resources. Collaborating with others will also help in identifying individuals who are "furthest from the labour market." And support them back into work.

People who are furthest from the labour market often face multiple barriers to employment, including mental health issues, lack of skills, and social disadvantages. We can make a significant difference by offering tailored support, skill development programs, and mental health support to help these individuals overcome their challenges and reintegrate into the workforce.

Combining mental health support with employment assistance creates a holistic approach that addresses both the psychological and practical aspects of individuals' lives. This approach can be highly effective in helping individuals regain their confidence, skills, and independence.

Building more partnerships can help leverage resources, share expertise, and create a network of support for the individuals you aim to assist.

Strategic aims

Pentreath has a well-thought-out strategic plan in place for the next four years, with a strong emphasis on collaboration and input from various stakeholders, including staff representatives, trustees and the Senior Management Team (SMT).

Staff Representation: The inclusion of staff representatives in board meetings and the recruitment of additional representatives demonstrate a commitment to capturing diverse viewpoints within the organisation, especially as Pentreath expands its services. This approach helps ensure that decisions are well-informed and reflective of the broader workforce.

Clear Strategic Aims: Having clear strategic aims outlined in our business plan provides a roadmap for Pentreath's growth and development. These aims provide a shared vision for the team to work towards and help measure progress.

The focus on prevention and resilience is crucial in the field of mental health. Developing the Wellbeing Coach role and embedding them within NHS mental health services allows for early intervention and support for individuals who may not yet require clinical treatment but could benefit from guidance and coping strategies.

Collaboration with NHS Foundation Trust: Partnering with Cornwall Partnership NHS Foundation Trust demonstrates a collaborative approach to mental health support. This partnership can help ensure a seamless continuum of care for individuals seeking assistance.

Maintaining a reputation for being open and honest is crucial in building trust with clients and the community. It reinforces Pentreath's commitment to transparency and integrity in its services.

Overall, Pentreath's strategic approach is comprehensive and well-considered. By continuing to implement and adapt these strategies over the next four years, we are well-positioned to make a meaningful impact on the mental well-being of the community and further its mission of providing support and encouragement to help people move forward with their lives.

PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and performance

2022 was a busy, challenging, and hugely impactful year for Pentreath. The following numbers and statistics demonstrate that our efforts had a significant positive effect on the lives of many individuals, particularly in the areas of healthcare, employment, and youth support. Achieving positive changes in wellbeing for 75% of clients and generating a £2 million social impact is a testament to the effectiveness of our projects and services.

- **NHS funded projects:** In 2022, We served a total of 1,196 clients.
- **Jobcentre advisers:** We worked with 191 clients through Jobcentre services.
- **ESF (European Social Fund) funded projects:** We assisted 659 clients through ESF programs.
- **Young people teams:** Our Young people's teams engaged with 307 clients.
- **Helpline:** Our helpline health and wellbeing coaches supported 622 clients.

The impact of our services, specifically related to the Warwick-Edinburgh Scales (WES):

- **Warwick-Edinburgh Scales:** 20% of our clients were measured using the Warwick-Edinburgh Scales. This scale is often used to assess mental well-being.
- **Positive Change in Wellbeing:** Among those clients assessed with the Warwick-Edinburgh Scales, an impressive 75% showed a positive change in their wellbeing. This is a significant achievement, indicating the effectiveness of our programs and services.
- **Social Impact:** The positive change in wellbeing is equivalent to £2 million in social impact. This suggests that the improvements in mental well-being among our clients have broader societal benefits, possibly in terms of reduced healthcare costs, increased productivity, and improved overall quality of life.

The Trustees of Pentreath authorised funding Shine Together Autism Project, particularly focusing in the area of employment support for individuals with autism. Projects like Shine Together can play a crucial role in helping individuals with autism gain meaningful employment, develop job-related skills, and achieve greater independence.

The Chief Executive of Pentreath has been seconded to work with Cornwall Partnership NHS Trust to develop partnerships aimed at improving the delivery of mental health services. This collaborative effort has the potential to make a significant impact on mental health care in Cornwall.

Coming from the voluntary sector can bring a valuable community perspective to the partnership. Understanding the needs and challenges faced by individuals and communities directly affected by mental health issues is crucial in shaping effective services.

This work has the potential to drive positive changes in the delivery of mental health services in Cornwall, with a strong emphasis on client-centred, community-focused solutions that address pressing issues such as long waiting times and resource limitations

Pentreath has taken proactive steps to promote its mission and increase its profile in the community. Raising social media platforms can be a powerful way to raise awareness about Pentreath and engage with a broader audience. Regularly sharing updates, success stories, and valuable mental health resources on social media can help Pentreath connect with potential clients, supporters, and partners.

Attending the Royal Cornwall Show: Participating in local events like the Royal Cornwall Show provides an opportunity for Pentreath to showcase its services and engage with the community. It's a valuable platform to interact with people, share information, and build relationships.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Fundraising Activities: Fundraising not only helps generate financial support but also increases awareness about our mission

Raising Awareness of Mental Health: We developed a QR code and put it in public spaces to encourage discussions and awareness around mental health as a thoughtful initiative. We hope this will help reduce stigma, provide resources, and prompt conversations about mental well-being in the community.

Appointing an ambassador with lived experience is a powerful and impactful step for Pentreath in raising awareness, fundraising, and raising the organization's profile.

Achievements

The staff at Pentreath embody and live by the organisation's values. These values, including being approachable, inspiring, knowledgeable, people-centred, trustworthy, diverse, encouraging, adaptable, and creative, are fundamental principles that guide our actions and interactions.

1. **Approachable:** Our staff create an open and welcoming environment, making it easy for clients and colleagues to approach them for support and assistance.
2. **Inspiring:** By delivering impactful services and achieving positive outcomes, our team inspires others to strive for personal growth and development.
3. **Knowledgeable:** Our staff' expertise and dedication to staying informed enable them to provide valuable insights and solutions to the challenges our clients face.
4. **People-Centred:** Placing clients and their needs at the forefront of our work ensures that our services are tailored to individual circumstances, fostering a sense of care and empathy.
5. **Trustworthy:** Building trust with clients is essential, and our staff's reliability and integrity help create a strong foundation for productive relationships.
6. **Diverse:** Embracing diversity in our team promotes inclusivity and allows for a broad range of perspectives and ideas to be considered.
7. **Encouraging:** Our team provides the encouragement and support necessary for clients to overcome obstacles and work towards their goals.
8. **Adaptable:** In the face of challenges and changing circumstances, our staff's adaptability ensures that our organisation can continue to provide effective assistance.
9. **Creative:** The ability to think creatively enables our team to find innovative solutions to complex issues, enhancing the impact of our work.

It's clear to us that Pentreath's values are not just words on paper but are deeply embedded in the actions and commitment of our staff. This dedication to these values undoubtedly contributes to the organisation's success and the positive impact it has on the lives of the people we support.

PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2022**

Pentreath recognises the importance of upskilling and valuing its staff by providing a comprehensive package of training. Pentreath are committed to working with partners and our communities in Cornwall to provide training opportunities to build knowledge and skills, raise awareness of mental ill-health and provide tools and techniques to manage health and wellbeing.

Working towards the IIP (Investors in People) Wellbeing Award at the Gold level in 2022 is a significant demonstration of our commitment to its values and the high standards it upholds. This award underscores the tangible results of our approach, which places the wellbeing and development of both our staff and the clients at the forefront of our operations.

Once achieved, the Gold level in the IIP Wellbeing Award signifies that we have excelled in various aspects related to employee and client wellbeing. It reflects our dedication to creating a workplace culture that not only values individual growth but also fosters an environment where staff members can thrive.

The award will be a testament to the hard work, dedication, and alignment with our values that we consistently demonstrate. It also serves as an inspiration for others in our field, showcasing the positive outcomes that can be achieved through a commitment to values-driven work and a focus on wellbeing.

Financial review

Pentreath maintained a steady level of service for our clients in 2022. Even though our income dropped slightly, down to £3,557,243 compared to £3,837,882 in 2021, our average staff levels rose from 123 in 2021 to 135 in 2022.

Several projects that were funded to lessen the impact of the pandemic continued throughout the year. These included the Mhend Project which is in partnership with the Citizen Advice Bureau, High Intensity User Workers and Next Steps support workers. We also secured funding to provide Mental Health support on a crisis phone line that was set up in Cornwall. Along with securing some new funding for new projects resulted in having greater capacity to deliver a service to our clients.

The charity continues to be principally funded through contracts from NHS Kernow & Cornwall Partnership Foundation Trust to provide services to the people of Cornwall as part of its charitable activities. The 4 contracts funded by the National Lottery and European Social Fund continued throughout the year but started to wind down with the finish dates in early 2023. We continue to have a subcontract with The Learning Partnership for Cornwall and Isles of Scilly for 2 direct ESF projects, Skills Your Way and Foundations for Work. The ESF funding for the Recovery College finished at the end of 2021 but we secured an additional 12 months' worth of funding through NHS Kernow to continue this service in 2022.

We have increased our Social Prescriber presence in more Primary Care Networks around Cornwall, along with some new Health & Wellbeing advisors based in some PCN's. Our Mental Health Employments Advisors levels has stayed the same with the Help 2 Wellbeing project being further funded for another year from October 2022. We have also secured smaller grants to run walking/wellbeing groups and provide some crisis support.

The company is very grateful for the support from these funders, which has enabled it to greatly enhance the range and type of provision it has been able to offer clients.

The Board of Trustees recognises that in order that the Charity may fulfil its objectives, it requires adequate liquid reserves to finance its charitable activities. To this end it has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 9 and 12 months of Head office expenditure. Budgeted Head Office expenditure for 2023 is £501,960 and therefore the target is £376,470 to £501,960 in free reserves.

PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2022**

At the end of 2022 the totals funds held by the charity were £1,946,196. This includes restricted funds of £604,505 and tangible fixed assets of £494,590 therefore leaving a free reserves balance of £847,101.

The present level of reserves available to the charity has increased during 2022 and based on our 2023 expenditure the levels of reserves are quite a bit higher than target. With this in mind our Trustees agreed to fund an 18 month pilot project to support clients with ASD from our reserves. In total a commitment of £175k

Pentreath have introduced a range of income generating services such as training & spot purchase support which is intended to bring in additional unrestricted funds to bolster the charity's reserves.

The Board is aware that certain funds are restricted in nature and therefore are earmarked for future specific projects only.

The investment strategy is reviewed annually by the trustees and takes into account the income requirements, the risk profile and the view of the market's prospects in the medium term. All funds are invested in low risk investments of short term fixed deposits which produced interest income during the year.

Structure, governance and management

Constitution

Pentreath is a company limited by guarantee, and a registered charity.

The company was established in 1990 under a Memorandum of Association, which sets its objectives and powers, and is governed by its Articles of Association. Trustees are also directors and members, and in the event of the company being wound up, are required to contribute an amount not exceeding £1.

PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2022**

The company's objectives are also outlined in its registration with the Charity Commission.

The board of trustees oversees the proper running of the company and provides strategic direction. Day-to-day management is devolved to the chief executive, who is appointed by the board.

Financial matters are considered by a sub-committee of the board, which reports to the main board by exception.

It is the practice of the chief executive to solicit the views of trustees in all major decisions, and to involve them in staff training days, social occasions and planning events.

Trustees

The number of trustees is currently 9. The skills within the board are varied; we have trustees with a background in education, criminal justice system, law, governance, accounting and health.

All new trustees are given an induction to the company including information on policies and procedures, and staff are able to share information about their projects. All trustees are offered courses through the training department covering a range of topics including mental health awareness, safeguarding and other related areas.

We have a number of training and strategy days throughout the year where trustees are encouraged to attend. This broadens their knowledge of Pentreath's day to day activities and allows them to get to know the staff. New project development and updates are regularly presented to the board to ensure Trustees maintain an accurate understanding of current delivery. Trustees are involved in sub-groups that develop particular areas of strategy and delivery within the company. Pentreath constantly evaluates, and where appropriate updates, the methods of delivery to ensure that the organisation is utilising all its resources in the most efficient and effective way.

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

J D Coad
C T Hazell
L M Mannall
D McAuley
M Steer
J A Tyson
J Parry
I Ross
A Wills

Risk management

The existing risk register has been developed further to form part of our business continuity plan and is reviewed annually to determine and quantify the risks to which the company is exposed. The board has approved the plan and risk register, which are updated through the senior management team and finance sub-committee.

Quality

QUALITY GROUPS REPORTING STRUCTURE



Pentreath have developed the Quality working party in to three focussed working groups; Client experience, Outcomes and Equality, Diversity and Inclusion. The client experience group looks at improving the client experience by looking at resources, technology and reviewing feedback. The Outcomes group look at reviewing and developing our outcome measures and how we record our work to ensure we capture all the work that we do. The Equality, Diversity and Inclusion group are looking at developing an organisational strategy and improving EDI across Pentreath. All staff are encouraged to be part of these working groups.

Staff have a range of opportunities to feedback. Team meetings provide a place for team members to talk openly about the project they work on and there are opportunities for staff to provide feedback. Supervisions offer a confidential space for staff members to speak to their line manager on a regular basis and there are opportunities for the staff member to discuss their workload, successes, challenges etc and together, the staff member and manager work together to find solutions. We hold bi-annual staff training days when we can and various activities are organised to seek input from staff members. We have a panel of staff reps who staff can contact anytime for support, advice and guidance.

We run an annual staff survey which is anonymous and staff are invited to provide their feedback on a range of different work-related issues. We mirrored some of the questions with the NHS staff survey to allow us to benchmark ourselves against a national organisation to compare how we fit. We also ran a staff stress survey as another mechanism to monitor staff stress levels and wellbeing at work.

PENTREATH LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

.....
M Steer
Trustee

Date: 21st September 2023

PENTREATH LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees, who are also the directors of Pentreath Ltd for the purpose of company law, are responsible for preparing the Trustees' 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 which 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 income and expenditure, of the charitable company for that year.

In preparing these 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;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

PENTREATH LTD

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF PENTREATH LTD

Opinion

We have audited the financial statements of Pentreath Ltd (the 'charity') for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes 1 to 19 to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 December 2022 and of its incoming resources and application of resources, 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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 charity'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.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

PENTREATH LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF PENTREATH LTD

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

In the light of the knowledge and understanding of the 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 the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the 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

We have been appointed as auditor under and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

PENTREATH LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF PENTREATH LTD

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of 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 indicators of potential bias.

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 of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

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

Azets Audit Services

Matthew Webb (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

22 September 2023

Chartered Accountants
Statutory Auditor

Woodlands Court
Truro Business Park
Truro
Cornwall
United Kingdom
TR4 9NH

PENTREATH LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	2	2,696	-	2,696	460	-	460
Charitable activities	3	235,302	3,315,690	3,550,992	69,388	3,768,177	3,837,565
Investments	4	3,555	-	3,555	(143)	-	(143)
Total income		241,553	3,315,690	3,557,243	69,705	3,768,177	3,837,882
Expenditure on:							
Charitable activities	5	163,920	3,670,974	3,834,894	(7,244)	3,146,332	3,139,088
Net incoming/ (outgoing) resources before transfers		77,633	(355,284)	(277,651)	76,949	621,845	698,794
Gross transfers between funds		(9,070)	9,070	-	-	-	-
Net (expenditure)/income for the year/ Net movement in funds		68,563	(346,214)	(277,651)	76,949	621,845	698,794
Fund balances at 1 January 2022		1,273,128	950,719	2,223,847	1,196,179	328,874	1,525,053
Fund balances at 31 December 2022		1,341,691	604,505	1,946,196	1,273,128	950,719	2,223,847

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

All income and expenditure derive from continuing activities.

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

PENTREATH LTD

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	9		494,590		514,237
Current assets					
Debtors	10	458,041		622,705	
Investments	11	200,000		100,000	
Cash at bank and in hand		876,968		1,069,730	
		1,535,009		1,792,435	
Creditors: amounts falling due within one year	12	(83,403)		(82,825)	
Net current assets			1,451,606		1,709,610
Total assets less current liabilities			1,946,196		2,223,847
Income funds					
Restricted funds	13	604,505		950,719	
Unrestricted funds		1,341,691		1,273,128	
		1,946,196		2,223,847	

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

The financial statements were approved by the Trustees on 21st September 2023

M Steer
Trustee

Company Registration No. 02593533

PENTREATH LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	17		(86,468)		533,870
Investing activities					
Purchase of tangible fixed assets		(9,849)		(17,572)	
Transfers to term deposits		(100,000)		-	
Transfers from term deposits		-		798	
Interest received		3,555		(143)	
Net cash used in investing activities			(106,294)		(16,917)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(192,762)		516,953
Cash and cash equivalents at beginning of year			1,069,730		552,777
Cash and cash equivalents at end of year			876,968		1,069,730

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

Pentreath Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is St Enoder Barns, Glebe Farm, Narrow Lane, Summercourt, Newquay, Cornwall, TR8 5EE, United Kingdom.

1.1 Accounting convention

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

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, which is at least twelve months from the date of signing the financial statements. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements. There are no material uncertainties which may create significant doubt over the charitable company's ability to continue as a going concern.

1.3 Charitable funds

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

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

1.4 Income

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

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Expenditure is accounted for on an accruals basis inclusive of irrecoverable VAT.

Costs of generating funds are those costs incurred in trading activities that raise funds.

Charitable activities comprise expenditure associated with providing mental health services and include both the direct costs and support costs relating to these activities.

Governance costs include those incurred in the the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include head office salaries and overheads, and are allocated to charitable activities and funds on the basis of staff hours.

Allocation and apportionment of costs

Head office costs are allocated according to the apportionment of staff hours.

1.6 Tangible fixed assets

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

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

Freehold land and buildings	2% straight line
Fixtures and fittings	33.3%/25% straight line

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

1.7 Impairment of fixed assets

At each reporting end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

The recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in the Statement of Financial Activities.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in the Statement of Financial Activities.

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

1.12 Leases

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

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.13 Investments

The charity has defined short-term, highly liquid investments with an original maturity greater than three months, as Current Asset Investments. Current Asset Investments are measured at amortised cost.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	2,696	460

3 Charitable activities

	Mental Health Services 2022 £	Mental Health Services 2021 £
Performance related grants	3,550,992	3,825,065
Charitable rental income	-	12,500
	<u>3,550,992</u>	<u>3,837,565</u>
Analysis by fund		
Unrestricted funds	235,302	69,388
Restricted funds	<u>3,315,690</u>	<u>3,768,177</u>
	<u>3,550,992</u>	<u>3,837,565</u>

4 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	3,555	(143)

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

5 Charitable activities

	Mental Health Services 2022 £	Mental Health Services 2021 £
Staff costs	3,032,469	2,500,705
Depreciation and impairment	29,496	39,903
Rent	6,295	5,958
Insurance	1,995	2,242
Utilities	29,186	25,267
Beneficiary costs	47,767	51,457
Motor, travel and subsistence	183,374	74,372
Training	17,421	12,168
Printing, postage and stationery	7,205	6,343
Advertising	7,265	1,534
Lease rental equipment	2,305	2,287
Repairs and renewals	12,134	12,983
Cleaning	4,356	2,822
Canteen	429	173
Bad debts	15	-
Staff recruitment	75	-
Other charitable expenditure	28,667	21,246
	<u>3,410,454</u>	<u>2,759,460</u>
Share of support costs (see note 6)	390,503	362,629
Share of governance costs (see note 6)	33,937	16,999
	<u>3,834,894</u>	<u>3,139,088</u>
Analysis by fund		
Unrestricted funds	163,920	(7,244)
Restricted funds	3,670,974	3,146,332
	<u>3,834,894</u>	<u>3,139,088</u>

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

6 Support costs

	Support costs £	Governance costs £	2022 Support costs £	Governance costs £	2021 £
Staff costs	221,429	-	221,429	206,740	206,740
Rent and utilities	64,161	-	64,161	54,227	54,227
Insurance	15,953	-	15,953	15,433	15,433
Motor, travel and subsistence	14,856	-	14,856	5,457	5,457
Training	13,481	-	13,481	10,842	10,842
Printing, postage and stationery	11,414	-	11,414	9,781	9,781
Advertising	6,032	-	6,032	10,607	10,607
Lease rental equipment	4,264	-	4,264	5,025	5,025
Repairs and renewals	23,314	-	23,314	32,565	32,565
Other support costs	14,598	-	14,598	10,961	10,961
Irrecoverable VAT	1,001	-	1,001	991	991
Audit fees	-	15,000	15,000	-	7,500
Accountancy	-	6,889	6,889	-	3,660
Legal and professional	-	12,048	12,048	-	5,839
	<u>390,503</u>	<u>33,937</u>	<u>424,440</u>	<u>362,629</u>	<u>379,628</u>
Analysed between Charitable activities	<u>390,503</u>	<u>33,937</u>	<u>424,440</u>	<u>362,629</u>	<u>379,628</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2021: £nil).

8 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Mental Health Services	<u>135</u>	<u>123</u>
Employment costs	2022 £	2021 £
Wages and salaries	2,945,302	2,467,908
Social security costs	251,798	192,921
Other pension costs	56,798	46,616
	<u>3,253,898</u>	<u>2,707,445</u>

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

8 Employees

(Continued)

The number of employees whose annual remuneration was £60,000 or more were:

	2022 Number	2021 Number
£60,000 - £70,000	1	-

9 Tangible fixed assets

	Freehold land and buildings £	Fixtures and fittings £	Total £
Cost			
At 1 January 2022	523,010	178,410	701,420
Additions	1,981	7,868	9,849
At 31 December 2022	524,991	186,278	711,269
Depreciation and impairment			
At 1 January 2022	30,810	156,373	187,183
Depreciation charged in the year	10,959	18,537	29,496
At 31 December 2022	41,769	174,910	216,679
Carrying amount			
At 31 December 2022	483,222	11,368	494,590
At 31 December 2021	492,200	22,037	514,237

10 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	140,779	148,520
Other debtors	-	595
Prepayments and accrued income	317,262	473,590
	458,041	622,705

11 Current asset investments

	2022 £	2021 £
Term deposits	200,000	100,000

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	250	-
Trade creditors	32,239	35,253
Other creditors	5,255	4,005
Accruals and deferred income	45,659	43,567
	<u>83,403</u>	<u>82,825</u>

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 January 2021	Movement in funds			Balance at 1 January 2022	Movement in funds			Transfers	Balance at 31 December 2022
	£	Incoming resources	Resources expended	£	£	Incoming resources	Resources expended	£	£	£
NHS Kernow - Community Development Worker	15,146	95,476	(92,810)	17,812	95,119	(93,158)			-	19,773
NHS Kernow - Community Enablement Project	4,102	99,790	(86,685)	17,207	100,697	(106,848)			-	11,056
Fit for Life 2 (Big Lottery Fund)	689	-	-	689	-	-			-	689
CCF Crisis Fund	311	-	(327)	(16)	500	(297)			-	187
Pencil This In - Awards for all	410	-	-	410	-	(410)			-	-
BBO - Positive People C2C	(789)	150,273	(150,886)	(1,402)	152,728	(152,505)			-	(1,179)
BBO - Who Dares Works	(1,743)	325,490	(327,125)	(3,378)	283,209	(284,127)			-	(4,296)
BBO - Positive People S&E	(2,345)	165,789	(164,009)	(565)	209,400	(212,364)			-	(3,529)
BBO - Game Changer	(680)	87,855	(89,600)	(2,425)	107,072	(106,137)			-	(1,490)
Fit For Life - CRCC Grants	989	-	(143)	846	-	(914)			-	(68)
Glasspool Trust	500	178	(678)	-	875	(849)			-	26
Social Prescribers	178	34,251	(33,892)	537	-	(487)			-	50
Job Centre & Advisers West	(11,865)	72,012	(60,147)	-	31,471	(31,471)			-	-
CPFT EIT Workers	18,345	23,026	(41,371)	-	-	-			-	-
Headstart - Learning Partnership	(35)	115,582	(115,595)	(48)	77,621	(77,621)			-	(48)
Recovery College	2,346	220,722	(227,506)	(4,438)	19,630	(18,336)			-	(3,144)
CCF - Winter Fund	300	500	(800)	-	2,000	(350)			-	1,650
IPS	164,466	683,651	(569,291)	278,826	708,155	(783,022)			-	203,959
Job Centre+ East	(16,171)	74,977	(58,805)	1	22,840	(22,841)			-	-
ESF Health Works	62	99,630	(95,065)	4,627	30,985	(35,612)			-	-
Mhend	14,186	101,152	(112,688)	2,650	-	(636)			-	2,014
Next Step Worker	27,800	-	(24,694)	3,106	-	(285)			-	2,821
SPLW Salary Uplift	(101)	210	(210)	(101)	-	-			-	(101)
North Coast SPLW	(862)	27,105	(25,926)	317	37,735	(36,560)			-	1,492

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13	Restricted funds								(Continued)
	Penwith SPLW	915	70,778	(68,396)	3,297	72,566	(72,148)	-	3,715
	South Kerrier SPLW	1,093	67,880	(66,242)	2,731	61,282	(61,075)	-	2,938
	HIU Worker	27,743	-	(27,743)	-	-	-	-	-
	Penwith PCN Enabling Fund	3,600	-	(2,065)	1,535	500	(1,648)	-	387
	South Kerrier PCN Enabling Fund	3,600	-	(932)	2,668	-	(1,016)	-	1,652
	NHS Kernow - MHEA	71,250	95,000	(86,204)	80,046	95,000	(92,534)	-	82,512
	CCF CDW Emergency Fund	8,671	-	(4,798)	3,873	-	-	-	3,873
	CPFT Peer Mentors	(470)	-	470	-	-	-	-	-
	Bridging The Gap (Winter Pressures Fund)	(692)	67,265	(65,905)	668	-	(668)	-	-
	Skills Your Way	(932)	64,681	(66,267)	(2,518)	99,049	(96,007)	-	524
	Re-Ignite (Youth Futures)	(1,143)	150,066	(127,290)	21,633	104,916	(146,526)	-	(19,977)
	Community Health Champion	-	35,707	(24,598)	11,109	-	(11,110)	-	(1)
	CCF Emergency Fund	-	10,000	(10,054)	(54)	-	-	-	(54)
	VCSE Transformation Lead	-	11,353	(10,910)	443	43,171	(43,614)	-	-
	RIO Kickstart	-	9,909	(8,939)	970	3,454	(4,585)	-	(161)
	CPFT Kickstart	-	4,366	(3,761)	605	716	(1,018)	-	303
	Trailblazer	-	17,000	(4,102)	12,898	-	(6,365)	-	6,533
	IPS Recovery College	-	245,692	(1,861)	243,831	45,412	(256,278)	38,554	71,519
	ESF Foundation For Work	-	49,407	(50,708)	(1,301)	124,779	(123,978)	-	(500)
	Mhend (COMF)	-	28,500	-	28,500	90,775	(119,275)	-	-
	Next Steps Mental Health	-	28,012	(19,159)	8,853	89,217	(52,949)	-	45,121
	SMI Grant	-	4,000	-	4,000	-	(2,986)	-	1,014
	HIU Worker CPFT	-	90,322	(60,838)	29,484	-	-	(29,484)	-
	Winter Outreach SMI Funding	-	2,500	(2,500)	-	-	-	-	-
	CRCC Walkie Talkies	-	1,000	(934)	66	-	(66)	-	-
	Morrab Walking Group	-	3,000	(1,957)	1,043	(200)	(618)	-	225
	Active Cornwall Tackling Inequalities Fund	-	4,217	-	4,217	200	(4,389)	-	28
	IRS Service	-	191,366	(143,202)	48,164	320,745	(308,997)	-	59,912
	MHEA in CMHT's (Help to Wellbeing)	-	135,603	(9,156)	126,447	134,397	(186,081)	-	74,763
	Trewithen Fund	-	2,884	(28)	2,856	-	(2,856)	-	-
	Multiply - Adult Ed	-	-	-	-	-	(765)	-	(765)

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13	Restricted funds	(Continued)					
	CRCC Morrab Walkie Talks	-	-	-	1,000	(250)	-
	CRCC Wadebridge Wellness Hub	-	-	-	1,000	(694)	-
	Penwith PCN 2 Enabling Fund	-	-	-	1,800	(119)	-
	SPOA Wellbeing Coaches	-	-	-	68,400	(38,684)	-
	SPOA Peer Mentor	-	-	-	9,223	(9,223)	-
	Help To Wellbeing 2	-	-	-	68,251	(59,582)	-
	Connect To Wellbeing	-	-	-	-	(40)	-
		328,874	3,768,177	3,146,332	3,315,690	3,670,974	9,070
							604,505

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

13 Restricted funds

(Continued)

NHS Kernow - Core Vocational Workers project supporting people with mental ill health to access employment and education

NHS Kernow - Community Development Workers supporting people from Black and Ethnic backgrounds to access mental health services.

NHS Kernow - Community Enablement Project funds advisers to support people to access leisure and recreational activities.

NHS Kernow - Primary Care Vocational Workers based in GP surgeries to offer vocational support and information.

Local Supplier Framework - A provision that offers 1:1 mental health interventions to people from job centre plus and other agencies

CCF Crisis Fund - Grant to funding to help our vulnerable clients in emergencies.

The Henry Smith Charity - Ignite offers 1:1 support to young people with mental health / emotional health problems.

Pencil This In - Awards For All - grant funding to provide training to carers in Cornwall.

Head start - Staff employed by Pentreath and work with learning partnership for Cornwall and Isles of Scilly to support children and young people with emotional health problems.

BBO/ESF Positive People C2C - Building Better Opportunities (Lottery) and ESF funded project supporting people who are socially isolated and combating poverty, aged 18 +. This project is led by PLUS and covers the coast to coast area of Cornwall.

BBO/ESF Positive People S&E - Building Better Opportunities (Lottery) and ESF funded project supporting people who are socially isolated and combating poverty aged 18 +. This project is led by PLUS and covers the South and East area of Cornwall.

EIT/CPFT Advisers - CPFT funded to provide employment specialists to the early intervention for Psychoses team

BBO/ESF Who Dares Works - Building Better Opportunities (Lottery) and ESF funded project supporting people who are socially isolated and combating poverty, aged 18 +. This project is led by Active Plus and covers the West of Cornwall.

BBO/ESF Atlantic & Moor - Building Better Opportunities (Lottery) and ESF funded project supporting people who are socially isolated and combating poverty, aged 18 +. This project is led by The Learning Partnership for Cornwall and IOS and covers the Atlantic and Moor area of Cornwall.

BBO/ESF Game Changer - Building Better Opportunities (Lottery) and ESF funded project supporting young people aged 15-24 who are NEET or at risk of becoming NEET through activity leading to employment and training. This project is led by RIO and covers the County

Fit For Life - CRCC Grants - Grant funding to cover venue costs for the continuation of Fit For Life throughout 2019 as client led community groups.

Social Prescribers - a collaborative project led by Volunteer Cornwall to place adviser in Primary care.

JH Donation - A donation to Pentreath to enable us to purchase a Head Office property that will save money in future years and make us more sustainable.

Recovery College - ESF funded project through the learning partnership, enabling recovery through Learning.

CCF Winter Fund - small grants scheme specifically for those facing hardship during the winter months

IPS - Specialist employment specialists embedded within Cornwall Partnership NHS Foundation Trust mental health teams.

Job Centre+ East - Mental Health Advisers co located in Job centre in the East of Cornwall providing support to claimants with Mental Ill Health

Job Centre + West - Mental Health Advisers co located in Job centre in the West of Cornwall providing support to claimants with Mental Ill Health

Ambitions - The Ambitions project supports unemployed or inactive 15 – 24-year olds in Cornwall and the Isles of Scilly to help them progress into education, employment or training. Ambitions is fully funded by the European Social Fund.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13 Restricted funds

(Continued)

Food for Change - Food for Change was a programme led by the Cornwall Food Foundation to support people to overcome barriers to work, training and inclusion in their local community.

ESF Health Works - This is funded by the European Social Fund (ESF) and Department of Work and Pensions (DWP) which is managed by Cornwall Development Company. The project will support individuals to build confidence and self-esteem whilst boosting independence and building employability skills.

Mhend - A Public Health funded Partnership project between Pentreath Ltd and Cornwall Citizens Advice which is funded by Cornwall Council Public Health to identify and support clients with severe debt issues which are preventing them from moving forward or maintaining their lives.

Next Step Worker - funded by the Ministry of Housing, Communities and Local Government (MHCLG). It is a partnership project with Pentreath Ltd, Cornwall Mind, Health for Homeless (H4H) and Rethink Mental Illness providing mental health and social wellbeing support to help individuals to develop the resilience, resources and skills they need to transition out of homelessness and remain in accommodation.

North Coast SPLW - Social Prescribing Link Workers (SPLWs) are based within GP surgeries within the North coast PCN.

Penwith SPLW - Social Prescribing Link Workers (SPLWs) are funded by and based within GP surgeries within the Penwith PCN.

South Kerrier SPLW Social Prescribing Link Workers (SPLWs) are funded by and based within GP surgeries within the South Kerrier PCN.

HIU Worker - funded by NHS, Working in partnership with Volunteer Cornwall, Pentreath support people who use A&E, Ambulance Services and Primary care on a frequent basis with the aim of reducing these call outs or admissions.

Penwith PCN Enabling Fund - Enabling Fund to support Social Prescriber clients in the Penwith Surgeries

South Kerrier Enabling Fund - Enabling Fund to support Social Prescriber clients in the South Kerrier Surgeries

MHEA Advisers - funded by NHS Kernow, MHEA Advisers work on a 1:1 outreach basis to support people to move towards vocational goals. (Volunteering, Employment or Training)

CCF CDW Emergency Fund - Cornwall Community Foundation Fund to support BAME people in Cornwall in crisis.

CPFT Peer Mentors - funded by Cornwall Partnership Trust to enable those people with lived experience to work within the NHS

Bridging the Gap (Winter Pressures Fund) this is a new project funded by NHS Kernow to help relief pressure on admissions to hospital.

Skills Your Way - funded by ESF through the Learning Partnership for Cornwall and the Isles of Scilly. working with young people who are NEET on a one to one basis to help them to discover their aspirations and ambitions for the future.

Re-ignite (Youth Futures) funded by the youth futures foundation, working with young people for (both those in education or NEET/at risk of NEET) a one to one basis to help them to discover their aspirations and ambitions for the future.

Community Health Champion - Partnership with Volunteer Cornwall working with the communities of Cornwall to provide support with Covid response and recovery plan

CCF Emergency Fund - Cornwall community fund is a fund to support a client out of a crisis or emergency

VCSE Transformation Lead - Commitment of resource for Louise Knox from Pentreath Ltd to CFT to fulfil the role of VCSE Transformation Lead

RIO Kickstart - Secretary of State for Work and Pensions (DWP) fund through RIO to create jobs for young people at risk of long-term unemployment.

CPFT Kickstart - Secretary of State for Work and Pensions (DWP) fund through CPFT to create jobs for young people at risk of long-term unemployment.

Trailblazer - Health Education funding to design and deliver a training programme for PSW based on the national competence framework for PSW

IPS Recovery College - NHS Kernow to deliver IPS services as part of the Recovery College model of delivery, directly through CFT Day Centres

PENTREATH LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13 Restricted funds

(Continued)

ESF Foundations For Work - ESF/ LPCo funded project focused on supporting 520 individuals with multiple and complex needs to overcome the barriers they face in moving out of worklessness and into, or nearer to employment.

Mhend (COMF) - funded through Cornwall Council/ Public Health for provision of mental health, employment need and debt advice services

Next Steps Mental Health - The Next Steps Accommodation Programme (NSAP) is funded by the Ministry of Housing, Communities and Local Government (MHCLG) through Cornwall Council to support rough sleepers accommodated during the pandemic from returning to the streets.

SMI Grant (Volunteer Cornwall) – Community health champion to deliver support to people with Serious Mental Illness to receive appointments for vaccinations and health checks.

HIU Workers CPFT - Volunteer Cornwall partnership for the provision of services to people deemed "High Intensity Users" of services with a particular focus on those with poor mental health and/or upon discharge from a mental health bed

Winter Outreach SMI Funding - NHS Kernow funding to deliver support to people with Serious Mental Illness to receive appointments for vaccinations and health checks.

CRCC Walkie Talkies – Mental Health Self-help group grant from CRCC to fund a Walking Group.

Morrab Walking Group – Active Cornwall grant funding to support Morrab Walking Groups to expand groups, develop volunteers and provide the additional resources.

Active Cornwall Tackling Inequalities Fund – Grant funding to offer prescribed classes for clients to improve health.

IRS Service – funding from CPFT for well being coaches and PSW to support the mental health connect helpline.

MHEA's in CMHT (Help to wellbeing) - Funding from NHS Kernow to support CMHT and PCNs to reduce crisis.

Trewithen Fund – Grant funding to support the young people we work with to achieve their full potential.

Multiply – Adult Ed - A shared prosperity funded project that aims to improve Numeracy skills

CRCC Morrab Walkie Talkies - Walking social group

CRCC Wadebridge Wellness Hub – wellbeing group that meets at the betjemen centre

Penwith PCN 2 Enabling Fund - fund to support people in the Penwith area

SPOA Wellbeing Coaches – wellbeing coaches embedded in the Mental health assessment team

SPOA Peer Mentor- Peer mentor (part of the wellbeing coach team)

Help to Wellbeing 2 – A mental health support service working with people on the waiting list for MH services

Connect To Wellbeing – A Mental Health support service that supports anyone in the community through the community hubs/ gateway project.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

14 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:						
Tangible assets	494,590	-	494,590	514,237	-	514,237
Current assets/(liabilities)	847,101	604,505	1,451,606	758,891	950,719	1,709,610
	<u>1,341,691</u>	<u>604,505</u>	<u>1,946,196</u>	<u>1,273,128</u>	<u>950,719</u>	<u>2,223,847</u>

15 Operating lease commitments

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

	2022 £	2021 £
Within one year	11,924	28,164
Between two and five years	10,764	12,966
	<u>22,688</u>	<u>41,130</u>

16 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	<u>141,525</u>	<u>134,142</u>

Transactions with related parties

During the financial year R Coad, daughter of Trustee J Coad, was employed by the charity and received a gross salary of £4,189 (2021: £12,725).

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

17	Cash generated from operations	2022 £	2021 £
	(Deficit)/surplus for the year	(277,651)	698,794
	Adjustments for:		
	Interest income recognised in statement of financial activities	(3,555)	143
	Depreciation and impairment of tangible fixed assets	29,496	39,903
	Movements in working capital:		
	Decrease/(increase) in debtors	164,664	(229,101)
	Increase in creditors	578	24,131
	Cash (absorbed by)/generated from operations	(86,468)	533,870
18	Analysis of changes in net funds		
	The charity had no debt during the year.		
19	Company limited by guarantee		

Pentreath Limited is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member. The company is incorporated in England & Wales.