

Mind in Tower Hamlets, Newham and Redbridge

England & Wales · Charity number 1006927

Details

Other names	MIND IN TOWER HAMLETS, MIND IN TOWER HAMLETS AND NEWHAM, Mind in Tower Hamlets, Newham and Redbridge
Status	Registered
Legal form	Charitable company
Company number	02643905
Registered	1992-03-06
Register	View on the Charity Commission register

Contact

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Activities

Objects: 4. TO PROMOTE THE PRESERVATION OF MENTAL HEALTH AND TO ASSIST IN RELIEVING AND REHABILITATING PERSONS SUFFERING FROM MENTAL DISORDER OR CONDITIONS OF EMOTIONAL OR MENTAL DISTRESS, WITH DUE CONSIDERATION TO GENDER, RACE SEXUALITY, AGE, CULTURE AND DISABILITY, REQUIRING ADVICE OR TREATMENT IN THE LONDON BOROUGH OF TOWER HAMLETS, THE LONDON BOROUGH OF NEWHAM, THE LONDON BOROUGH OF REDBRIDGE AND SURROUNDING BOROUGH (HAVERING, BARKING AND DAGENHAM), IN ASSOCIATION WITH MIND (THE NATIONAL ASSOCIATION FOR MENTAL HEALTH) AND IN ACCORDANCE WITH THE AIMS AND OBJECTIVES OF MIND.

Activities: Mind in Tower Hamlets and Newham provide a range of community and in-patient services for people who are experiencing mental health and emotional issues living in the London boroughs of Tower Hamlets and Newham. We work with people through one to one support and group work, counselling, advice and advocacy, employment and training as well as complementary therapies.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** LONDON BOROUGH OF TOWER HAMLETS, LONDON BOROUGH OF NEWHAM
- Newham
- Redbridge
- Tower Hamlets

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,012,442	£2,932,524	£978,796	69
2024-03-31	£3,656,443	£3,503,004	£915,827	82
2023-03-31	£3,305,278	£3,381,870	£762,389	87
2022-03-31	£3,045,095	£2,883,361	£838,981	78
2021-03-31	£2,494,568	£2,414,913	£554,251	66

Trustees

Name	Role	Appointed
Grant Martin	Chair	2023-05-10
Asif Dhanani		2021-08-04
Dimitrios Goumenos		2020-04-22
Dipti Shah		2025-02-26
Dr Joanna Abeyie		2025-02-26
Elise Hensiek		2025-02-26
Hema Parmar		2025-02-26
Jane Oldfield		2020-01-22
Mohammed Zakir Karim		2026-05-13

Mind in Tower Hamlets, Newham and Redbridge

England & Wales - Charity number 1006927

Accounts

Company number: 2643905
Charity Number: 1006927

Mind in Tower Hamlets, Newham and Redbridge

Report and financial statements
For the year ended 31 March 2025



Mind in Tower Hamlets, Newham, and Redbridge

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Mind in Tower Hamlets, Newham, and Redbridge

Reference and administrative information

For the year ended 31 March 2025

Company number 2643905 – incorporated in the UK.

Charity number 1006927 – registered in England and Wales

**Registered office
and operational
address** 13 Whitethorn Street
London
E3 4DA

Key management personnel

Chair 2023 2024:

Chair: Grant Martin (From June 2024)

Treasurer 2023 2024

Treasurer: Dimitrios Goumenos (from June 2024)

Trustees:

Lisa McLean

Jane Oldfield

Asif Dhanani

James Kyne

Joanna Abeyie (From 26 February 2025)

Dipti Shah (From 26 February 2025)

Elise Hensiek (From 26 February 2025)

Precious Sithole (From 26 February 2025 and resigned 30 May 2025)

Hema Parmar (From 26 February 2025)

Max Woolfson (resigned April 2024)

Samantha Uwadiae (resigned May 2024)

Angela Shannon (completed term 20 November 2024)

John Whitehead (completed term 20 November 2024)

Jonathan Rae (completed term 20 November 2024)

Nick Aellen (completed term 20 November 2024)

Vandana Siney (resigned 8 January 2025)

Company Secretary

Bernadette Keane

Senior Leadership Team

Bernadette Keane - Chief Executive Office

Tallat Bhatti – Director of Services (Resigned 30 June 2025)

Rehana Abbasi - Finance Director

Maryan Nur – Head of Services (From 1 May 2024)

Laura Carriera – Director of People and Culture (From 11 February 2025)

Mind in Tower Hamlets, Newham, and Redbridge

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For the year ended 31 March 2025

Rashna Begum – Head of Services (interim role from June 2025)

Ben Longley – Head of Services (From 28 October 2024 – 28 April 2025)

Shahan Islam - HR and Governance Director (resigned 30 May 2024)

Bankers

National Westminster Bank

PO Box 10862

180 Shoreditch High Street

London, E1 6HY

Auditor

Sayer Vincent LLP

Chartered Accountants and Statutory Auditors

110 Golden Lane

London EC1Y 0TG

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2025

The Trustees present their report and the audited financial statements for the year ended 31 March 2025.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Introduction MindTHNR Chair and CEO

We are proud to introduce this Annual Report at a pivotal time for Mind in Tower Hamlets, Newham and Redbridge (MindTHNR). The past year has been one of significant reflection, learning, and laying the foundations for our future. We embarked on developing a new three-year strategy — one that will guide our work in meeting the growing and changing needs of our communities.

The rise in poor mental health across our boroughs, driven by deprivation, inequality, and stretched local services, makes our mission more important than ever. At the same time, we are navigating the reality of declining funding. These challenges only strengthen our resolve to remove barriers to access, extend our reach, and co-produce services that are inclusive, responsive, and shaped by the voices of those we serve.

What gives us confidence is the strength of MindTHNR: our exceptional staff and volunteers, our committed trustees, and the invaluable partnerships we are building. Together, we will continue to innovate, collaborate, and sustain our work — ensuring we remain a trusted, independent, and impactful organisation.

Thank you to everyone who has contributed to our journey this year — our clients, who inspire us daily; our staff and volunteers, for their dedication and compassion; our trustees, for their leadership and guidance; and our funders and partners, for their vital support. It is a privilege to lead MindTHNR as we take these next steps forward, together.

Grant Martin

Chair of Trustees

Bernadette Keane

Chief Executive Officer

Strategic Overview

We began developing our new three-year strategy in December 2024 with an engaging and productive trustee workshop, including the five new trustees who were officially co-opted in the Board meeting in February 2025. This marked the start of a collaborative process designed to ensure that our future direction is shaped by the people who know our communities best. Following this, we held a series of in-depth sessions with our dedicated staff teams, volunteers, and clients. These conversations provided invaluable insight, enabling us to co-create a strategy that reflects the aspirations, challenges, and needs of those we support.

As part of this process, we also reviewed and refreshed our organisational values, ensuring they continue to reflect our purpose and ethos. We created a new set of strategic objectives that will guide our work and help us deliver meaningful, lasting impact over the next three years. Together, we have laid the groundwork for a bold, inclusive, and responsive plan that will guide MindTHNR into the future. Our refreshed Vision, Values, and Strategic Objectives are outlined below:

OUR VISION

Mind in Tower Hamlets, Newham and Redbridge vision is of a society where people with mental health and emotional needs are accepted and included without fear of stigma and discrimination, where our clients' needs and ambitions are supported and people with mental health and emotional needs are free from stigma and discrimination.

VALUES

Our values make it clear exactly what matters to us as well as our expectations for how we will behave in pursuit of our goals:

- **People first** – our staff and volunteers amplify the voices of those who need us most, to continue to meet changing mental health needs
- **Integrity** - we are open and transparent in all our work, and accountable to our clients, volunteers, staff, funders and partners.
- **Together** – we believe the best outcomes come from working together. By sharing ideas, embracing new approaches, and valuing the voices of those with lived experience.
- **Inclusivity** - we challenge barriers put up by the system and create spaces for people to be authentically themselves.
- **Compassionate** - We believe everyone should be treated with compassion, so kindness and empathy sit at the heart of our trauma-informed approach.
- **Co-production** - is at the heart of what we do, we ensure that people with lived experience of mental health shape our work

LOOKING AHEAD OBJECTIVES FOR 2025-2028:

Our strategic objectives outline what we aim to achieve in our five priority areas over the next three years.

1. SERVICES

We will sustain and improve our existing services, whilst responding to funding opportunities that are aligned with our strategy, to meet the needs of more people affected by mental illness. We will:

- Create safe spaces and platforms that enable people to shape mental health services that support our local communities to make well informed choices to address mental health issues in their lives.
- Evaluate best practice, measure our impact and outcomes, and continually improve by listening to the voice of our communities.
- Respond to opportunities to develop services for children and young people within our key boroughs, as we know that there is a crisis in young people's mental health.
- Ensure services are delivered within safe, inclusive and welcoming spaces, building partnerships with community organisations to continue to reach underserved populations.

2. PEOPLE AND CULTURE

We will attract, develop, and inspire our staff and volunteers to thrive and deliver the goals of our organisation. We will:

- Have insightful and effective leadership to enable courageous, timely and informed decisions in line with our purpose.
- Ensure a diverse workforce that reflects the communities we serve by actively seeking out candidates with a range of life experiences.
- Nurture a highly skilled workforce, developing talent through shared learning, effective training and career progression. Everyone will be clear how they as an individual and team contribute to our mission and goals.
- Value our people's skills, lived experiences and diversity of perspectives to inspire best practice and encourage active contribution from staff to develop a more supportive, inclusive and progressive organisational culture.
- Lead by example and demonstrate best practice in workplace wellbeing to ensure our employees are equipped to thrive in their role.

3. PARTNERSHIPS

Build partnerships to share and grow our expertise and expand our impact. We will:

- Work closely with local commissioners to support commissioning practice and expand our service offer focussing on early intervention and prevention programmes, continually identifying and responding effectively to emerging needs
- Form national and local partnerships with National Mind and Minds across London in order to upscale our impact by responding to opportunities from our Integrated Care Systems and wider.
- Continue to build meaningful partnerships with those who share our values and our commitment to Diversity, Equity, Inclusion and Accessibility.
- As one of our key strengths is the trust we have within our local communities, our ambition is to remain an independent organisation, we would only consider a merger if we are sure it benefits those we serve.

We are committed to collaboration and meaningful partnerships aligned with our values and our commitment to Diversity, Equity, Inclusion and Accessibility.

4. FUNDING/FINANCES

We will secure our financial viability by establishing sustainable sources of funding and deliver cost effective services. We aim to increase our revenue by at least 25% over the three years covered by the strategic plan. We will:

- Establish an organisational structure that optimises operational efficiency alongside financial sustainability.
- Increase and diversify our income streams, for a more resilient financial position, including community and corporate fundraising
- Develop into other areas such as services for children and young people.
- We will increase our unrestricted income by 10% each year.
- Develop a comprehensive, three-year fundraising strategy with ambitious yet realistic targets.
- Cultivate strong relationships with donors and corporates to secure their continued support.

5. CO-PRODUCTION

We will put our clients at the heart of everything we do, including increased engagement of clients in the development and evaluation of our work. We will:

- Work with our clients to elevate their voices and give them a platform to share and be heard, ensuring co-production is underpinned by our commitment to Equity, Diversity, Inclusion and Accessibility.
- Ensure that continuous co-production is practiced, we will establish structured frameworks for co-producing services in the design and development processes to align with client needs and voices.
- Listen to, learn from and lead with our clients and the communities we support to ensure we are responding to the localised needs of communities in Tower Hamlets, Newham and Redbridge.

My recovery Journey: Client's own words

Stage 1:

I was struggling with episodes of depression, self-neglect and isolation due to past trauma. My recovery journey started when I came into MindTHNR to get some support. I was offered 1-1 sessions with a support worker. My support worker helped me focus on small goals while working on my recovery.

Stage 2:

Thanks to MindTHNR, I received help for housing support, got involved in groups and activities and felt so much better. I have somewhere to go when I need help and speak to others who also were struggling with mental health. I joined groups, which helped me with my mental health through having others to talk to. I also came regularly to the Somali Men's Group. Being part of it helped me engage more and feel less isolated.

Stage 3:

With the help of Mind staff at Open House, I was given an opportunity to get involved in Peer Support. I registered to take part in the Peer Leader training program, which I completed and got a certificate. I was happy and proud to do something positive.

Stage 4:

With the help of the Peer group support worker, I decided to set up my own Somali Support Group. I have been running this group for over a year, and this has helped me with my confidence, session planning, supporting members in my group and signposting them. It gave me a purpose to have a weekly plan to get involved and give back to the community.

Stage 5:

I really enjoy facilitating the Somali Support Group and giving encouragement. It gives me pride and a sense of responsibility to support my community and those struggling with mental health. I help with information, resources, and listening to their day-to-day problems—especially when language is a barrier. I support the Activate Café. Open House feels like my second home. I've made friends, and the staff know and support me.

Public Benefit

The trustees have had due regard to the guidance issued by the Charity Commission on public benefit. They have considered the requirements of the public benefit test and are satisfied that the charity's activities meet these criteria. We deliver our charitable objects through our services, funded largely by statutory sources to improve the lives of people affected by mental illness through local support groups and services.

Achievements and Performance

Impact of our Strategic Services to deliver change:

Our main activities are outlined below, we focus on the development of services for clients who have mental health distress and/or emotional needs residing in the London boroughs of Tower Hamlets, Newham and Redbridge. These charitable activities are undertaken to further Mind in Tower Hamlets, Newham, and Redbridge's charitable purposes for the public benefit.

Support Services:

Connecting Communities – Tower Hamlets Recovery and Wellbeing Service:

The Connecting Communities Service is the first point of contact for Tower Hamlets residents seeking community-based mental health support, advice, and information. Our dedicated team helps individuals navigate mental health challenges and connect with vital resources across the borough. We create spaces for people to explore hope, connectedness, meaning, and empowerment as part of their recovery journey. This service forms a vital part of the borough's Recovery and Wellbeing Services, funded by the local authority.

In September 2024, we were proud to secure a retender of the service, expanding our offer to include a floating support service, enhancing our reach and impact.

Responding to a Changing Landscape

This year, the ongoing cost-of-living crisis has placed significant strain on local residents. The impact is reflected in increased demand for our service, with more people seeking support for:

- Personal Independence Payment (PIP) and Employment Support Allowance (ESA) reviews.
- Housing-related welfare benefits, including discretionary payments.
- Homelessness, eviction, and temporary rehousing queries, with support on eligibility and priority.
- Money management, helping clients make sustainable arrangements with creditors and achieve long-term financial stability.

Our Collaborative, Co-produced Approach

We deliver Connecting Communities in close partnership with people with lived experience and local community organisations. Through our Co-production Hub, we ensure that those who use our services shape, design, and influence the care they receive:

- We trained nine lived experience experts and worked with almost 200 people with lived experience to improve services and influence broader systems.
- Our Connecting Communities Peer Group Newsletter is now fully peer-led and co-produced, connecting communities via email and social media.

What We Offer

- **Mental Health Navigation:** Advice, information, and practical support to connect people to local services and resources.
- **Housing and Welfare Benefits Support:** Specialist assistance for people with mental health challenges to navigate housing applications, repairs, benefits, and achieve financial stability.
- **Co-produced Groups & Activities:** Weekly groups aligned with the five ways to wellbeing, with over 50% led by lived experience experts and 100% co-produced.
- **Get Active Get Involved:** Empowering people who have used our services to co-design and co-deliver support, influence borough strategies, and lead initiatives like the Tower Hamlets and Newham listening programme on health inequalities.
- **Peer Leadership Training:** Developing leadership and facilitation skills so people can meaningfully influence local services and create their own groups and activities.

Community Suicide Prevention Hub – Safe Connections

The Safe Connections Community Hub offers a compassionate and accessible support service for people across North-East London (NEL) who are experiencing, or are concerned about, thoughts of hopelessness and suicide. It provides a vital safety net, ensuring no one faces these challenges alone. Since its launch in 2021, Safe Connections has grown to align with both national and local suicide prevention strategies. What began as a telephone-based support service has evolved into a comprehensive hub offering multiple points of access and tailored pathways.

In 2024, the service introduced two distinct pathways:

- A&E Pathway – supporting individuals referred directly from A&E, ensuring they are connected with follow-up care and do not fall through gaps in provision.
- Community Pathway – offering support via a helpline, virtual referrals (self, professionals, and community partners), peer groups, and workshops.

The Hub serves residents of the City of London, Barking and Dagenham, Hackney, Havering, Newham, Redbridge, Tower Hamlets, and Waltham Forest. In April 2025, the service will extend its reach through the Goodmayes NELFT 24/7 Crisis Assessment Hub. This development will strengthen pathways from A&E and provide a dedicated space for urgent support. The team also provides follow-up care for people attending King George Hospital A&E after a suicide attempt. Over the past year, the team supported 212 clients through the Community Pathway, demonstrating the growing need for accessible, high-quality suicide prevention services.

Our Voice – The Sakinah Project

The Sakinah Project, is designed by diverse Muslim women for diverse Muslim women and builds on our aim to deliver bespoke culturally safe and appropriate mental health services. We work closely with faith centres and educational institutions to set up and support safe spaces for women to learn, grow and access support as well as creating sustainable solutions within their community. This network of women, spans across Tower Hamlets, Newham, and Redbridge and in 2024/25 the network hosted a number of events in the community for International Women's Day and continue to co-produced women's wellbeing and local community activity events.

The project has worked with over 100 women to date, providing peer support groups and 1:1 support and has increased awareness of mental health in a community that faces lack of parity of access. The project is funded until April 2027 and we are delighted to partner with the Tower Hamlet's Mayor's Fund to continue this valuable work.

We have trained five women who have accessed Sakinah as peer leaders. They are now having a wider impact on their community through setting up their own groups and support networks. Our aim is that this model of in-reach, access and engagement as a culturally competent and culturally safe service can be replicated for communities who are often not able to access mental health support.

Newham Bereavement Service

The Newham Bereavement Service provided early and complex bereavement counselling, including for people with learning disabilities and autism, drop-in peer support groups and group therapy. The service was accredited by the British Association for Counselling and Psychotherapy (BACP) and was

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delivered by paid and volunteer counsellors. This service was decommissioned in September 2024 and supported 114 clients during the six months April to September 2024.

Langdon Academy Counselling

We are delighted to be working in partnership with Langdon Academy to deliver a specialist counselling service to young people in the academy. This service was launched in October 2023 and in the past year has offered one to one counselling sessions to 186 young people.

This counselling support is offered for pupils referred from age 11 – 16 years and our team of counsellors offer talking therapy supplemented by modalities such as play, art and mindfulness. One to one counselling, group counselling and mental health workshops are all offered and tailored to school needs. The counselling teamwork in close partnership with the school Safeguarding team at Langdon Academy.

Tower Hamlets Bereavement Service

Our Tower Hamlets Bereavement Service was commissioned by the East London NHS Foundation Trust in December 2023 to offer brief and bereavement counselling to residents of Tower Hamlets requiring support coping with grief and loss and bereavement. The team delivered bereavement counselling, and early bereavement support for those experiencing a very recent loss, via telephone, video, or face to face appointments. Referrals made via THTT (Tower Hamlets Talking Therapies) and support was provided by a diverse staff team of qualified and volunteer trainee counsellors, as well as admin interns. This service was decommissioned in March 2025, but we have been able to continue supporting current clients and those on the waiting list and will complete their support by June 2025.

Mayor's Fund – Mindful Barista Programme

We are proud to have secured three-year funding from the Mayor's Community Grants Programme to develop our Mindful Barista Training Programme, delivered from our Safe Space Café at Open House. The programme's core aim is to create accessible pathways towards employment, vocational training, and employability for local residents who face mental health challenges — including young people, and marginalised and racialised communities.

Our trained baristas provide hands-on training, experience, and work placements, supporting participants to build skills and confidence as they work towards employment. Central to this is our 12-week Mindful Barista training course, in which all volunteers take part. The course equips them with valuable vocational skills that enhance their employability.

The Safe Space Café

Our Safe Space Café, located in our community hub in Tower Hamlets, is open five days per week, with additional evening access for community groups and activities. The café is a registered food business, inspected by the local authority and compliant with all relevant food safety regulations. The café provides not just a welcoming space for the community, but also a supportive, real-world training environment where participants gain practical experience, build confidence, and connect with others on their journey towards work and wellbeing.

Supported Self Help

Supported self-help is an early Tier 1 intervention service aimed at supporting people with low to moderate mental health needs. Individuals can refer themselves into the service or be referred into the service by a family member, their GP or their local Mind. We worked in partnership with Mind in Waltham Forest, City and Hackney and Havering Mind to deliver this support intervention with a particular focus on Mind's three strategic priority audiences (young people, those experiencing

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poverty and those from racialised communities) as we know they are disproportionately affected. Referrals were allocated from National Mind and over year this service supported 101 clients.

Community Projects:

Tower Hamlets Community Connectors

Our Community Connectors work as part of the Wapping Community Mental Health Team (CMHT) in Stepney and Wapping. This is a multi-disciplinary team of health care professionals that includes social workers, nurses, GPs, employment advisors, psychiatrists, and social prescribers. The Community Connectors support people with serious mental health issues to be able to thrive by facilitating quick and easy access to appropriate support:

- Identify support needs.
- Receive a multi-disciplinary team care plan.
- Reduce social isolation.
- Access benefits and housing advice
- Receive emotional support.
- Access employment support.

In total the service supported 235 delivering 268 sessions for the period April 2024- March 2025

Older Adults Community Connectors

The Older Adults Connector delivers and develops an integrated way of working with people over 65. This is done by increasing access to support through our older adult's connector worker, as we know that older adults with mental health are at higher risk of isolation, loneliness, and poor physical health in later life. In the last year we supported 108 older adults totalling 282 one to one support sessions.

Newham Community Connectors

The Newham Community Connector program is an innovative partnership with Community Links, Aston Mansfield, and East London NHS Foundation Trust. Our team of connector workers provides support which goes beyond health goals to life goals, delivering support, which is closer to home, connecting people to each other and their communities. Our connectors work as part of a multi-disciplinary team creating pathways of support for service users and are the 'glue,' linking service users in with experts and local assets, as well as supporting work in partnership with external stakeholders to complement interventions.

Newham Together Cafe

The Together Café provides a welcoming, safe and therapeutic space as an alternative to other crisis services such as A&E. We provide out-of-hours support to reduce immediate crisis and to a safety plan for those with mental health problems, experiencing self-defined mental health crises. We aim to prevent escalation, reduce isolation, increase independence and self-management and improve wellbeing by drawing on strengths, resilience, and coping mechanisms. We do not aim to provide long-term support. The Together Café is commissioned by ELFT to provide support to individuals who are experiencing crisis, severe distress and/or related mental health difficulties. Support is offered by both Mind and ELFT staff, on an integrated staffing model. The service mobilised in June 2024 and

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supported 425 clients during the year 2024-25, with increases in the number of clients each month. The service has formed relevant partnerships with other agencies and provides outreach.

Advocacy Services:

The advocacy service supports and safeguards individuals in our local communities, mental health units, care homes and hospital settings, by informing them of and supporting them to secure their rights. The service empowers clients to be able to make informed decisions with regards to their care and treatment by advising them of options available to them, so they can obtain additional support from provisions they would like to access.

Our services include:

- a. Independent Mental Health Advocacy Service in Tower Hamlets
- b. The Newham Adolescent Advocacy Service
- c. The Newham NHS Complaints Advocacy Service

The advocacy service has continued to build on our relationships with our local communities and stakeholders and engaged with the spiritual and pastoral care service to facilitate client support on the mental health unit. Additionally, we were successful in obtaining funding for the Independent Mental Health Service for a further three years. The advocacy service supported over 471 individuals over the last year including 75 people detained under the Mental Health Act.

Employment Services:

IAPT Employment Service

The Tower Hamlets Talking Therapies Employment Service is commissioned by the Department of Work and Pensions and is subcontracted to MindTHNR by the East London Foundation Trust. This was the fifth year the service has been delivered by MindTHNR, with funding currently secured until 31st March 2026. Our IAPT Employment Advice service is part of Tower Hamlets Talking Therapies and is delivered in partnership with East London NHS Foundation Trust. Service is accredited by the nationally recognized quality mark for Advice and Guidance service – The Matrix Standard. We offer clients accessing Talking Therapies an opportunity to improve their recovery by supporting them with employment difficulties through person-centred one-to-one sessions. The service supports clients ranging from senior executives to first-time job seekers and those who are long-term unemployed to find and retain work. Over the year we have supported 1,348 clients with their well-being and job seeking or job retention plans.

Safeguarding

At MindTHNR, safeguarding is at the heart of everything we do. We believe that:

- No one should ever experience abuse or harm of any kind.
- We have a responsibility to promote the welfare and best interests of all people, ensuring they are kept safe and that our work protects them.

We are committed to:

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- Protecting all service users, including children, young people, and vulnerable adults, from any type of abuse or harm. This includes the children and families of adults who use our services, or anyone who comes to our notice in the course of our work.
- Safeguarding anyone working for or on behalf of MindTHNR, whether they are staff or volunteers, ensuring they are supported to work safely and effectively.

Building on the learning from the Safeguarding Rapid Review completed last year, we implemented a robust action plan to strengthen and continually improve our safeguarding practices. This includes:

- Establishing a Safeguarding Operational Group, chaired by the CEO, to lead on sharing good practice and overseeing continuous improvement.
- Ensuring all staff and volunteers undergo appropriate safeguarding checks, training, and development.
- Embedding safeguarding principles into all aspects of our organisational culture, policies, and service delivery.

We are committed to maintaining the highest standards of safeguarding so that all those who come into contact with MindTHNR feel safe, respected, and supported.

Financial Review

In the financial year to 31 March 2025, Mind in Tower Hamlets, Newham, and Redbridge had a total income of £3,012,442 (2024: £3,656,443), representing a 18% decrease in income. Total expenditure was £2,932,524 (2024: £3,503,004), a decrease of 16%.

The Pension Trust reported a deficit of £16,950 to be paid over the next three years to March 2028, factoring this into the finances resulted in a total operating surplus of £62,969 for the year (2024: surplus of £153,439).

Our unrestricted funds have increased to £803,087 (2024: £726,896). We have designated reserves of £191,555 (2024: £199,171) including £66,555 (2024: £74,171) to cover the depreciation of our fixed assets and £125,000 (2024: £125,000) of allowances for potential costs identified. This leaves general unrestricted funds at £611,533 (2024: £527,725).

We remain vigilant about the organisation's expenditure and running costs to ensure that we can deliver our services in a financially viable manner, whilst continuing to grow unrestricted funds. Both our strategic plan and our operational business plan are ambitious about delivering an expanding range of high-quality services to our clients.

We are committed to annually reviewing and improving our financial policies, procedures and accounting systems and are confident that the information within the system is accurate and transparent and therefore provides management, Trustees, and stakeholders with a clear view of our financial position and performance.

Going Concern

The Trustees regularly review operational budgets and cash flow projections alongside operational and financial risks in order to ensure that the charity remains financially robust and to assess the

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charity's ability to meet its liabilities as they fall due and to continue to trade as a going concern. The charity benefits from good visibility of contracted income for the large majority of the services it provides which assists this exercise.

The most significant challenge to the financial sustainability and performance of the charity is the impact of elevated inflation levels which translates to higher operating costs, particularly employment costs, which is MindTHNR's largest area of expenditure. The leadership team and Trustees are managing the exposure to this risk by seeking commensurate increases in income levels for each service as well as maintaining tight cost control.

A review of these cash flow projections by the Trustees and assessment of financial and operating risks of the charity once again supports the preparation of these accounts on a going concern basis. Additional detail of the reserves position in the context of the reserves policy is provided below.

We remain committed to reviewing our strategy and operational planning to enable us to develop new services with a firm funding base whilst continuing to control our operating costs. Mind in Tower Hamlets, Newham and Redbridge has seen significant growth in the recent years and is operating with a solid foundation of secured funding. Trustees are committed to continuing to develop the service and to ensure that the organisation offers services that are of a high quality and offer added value to our clients. Trustees are aware of their need to maintain a close review of income and expenditure as well as have strong strategic plans for the future.

Further assessment of the charity's going concern position in note 1d).

Reserves Policy

Mind in Tower Hamlets, Newham and Redbridge is acutely aware of the need to sustain its viability in the medium to long term.

The Trustees consider it prudent to maintain an unrestricted level of reserves which will enable it to fulfil its contractual obligations. In accordance with the charity's Reserves Policy, the Trustees are committed to building sufficient unrestricted reserves to cover a 25% fall in the contribution of contracted income to central operating costs for a period of two years, plus an allowance for any other unforeseen expenditure required to maintain MindTHNR's operations (e.g., uninsured repairs and maintenance work to the buildings operated by MindTHNR).

Based on the budget for 2025/26 the Trustees have calculated a reserves target (as described above) of £411k to cover 25% shortfall in central costs of c. £411k pa for two years plus £50,000 being the Trustees' assessment of a reasonable allowance for other unforeseen expenditure – totalling £461k. We designated reserves of £125k relating to identified potential additional expenditure to the Charity in the future. These are added back in the calculation of the reserves for comparison with the reserves target.

As explained above, our unrestricted funds would be £747,833 (2024: £652,725). This is equivalent to 162% of target reserves as defined above (2024: 122% of target reserves)

Principal Risks and Uncertainties

MindTHNR risk management approach is not designed to eliminate risk entirely but provides a framework within which risks and opportunities are identified, prioritised and managed in accordance with the organisation's policies and procedures. This is to ensure that we maintain a high-quality service to clients while allowing the flexibility required to adapt to the nature of our work supporting people affected by mental health.

We review organisational risks in a structured way to ensure that we identify risks and take action to eliminate or mitigate the impact of risks that the charity is exposed to. This approach is focused on our comprehensive risk register which reviewed and update on a quarterly basis, first by the senior management team and then by the Finance Sub-committee and the HR and Governance Sub-committee before a final review and ratification by the Board of Trustees.

This review includes the following key steps:

- Checking for completeness of the risks included on the risk register to ensure that all relevant risks are captured.
- Recording the impacts of the risk on the charity and the mitigations already in place to address the risks.
- Scoring all risks based on likelihood of the impacts of the risk being realised, and the severity of those impacts, considering the mitigants in place.
- Determining whether further mitigating actions are required to limit the potential impacts of the risk on the charity to ensure that the charity remains resilient.

The key risks which the charity has been actively managing through this process during the period are:

RISK	MANAGEMENT
<p>Governance Risk</p> <p>Lack of good governance and strategic leadership leading to mission drift and reduced impact/or inability to adapt, meaning we fail to remain relevant.</p>	<ul style="list-style-type: none"> ● An independent Board of Trustees with a wide range of skills and experience ● A well-documented governance structure and reporting lines with oversight from specialist committees and panels including Finance, & Risk Committee and a HR, Governance & safeguarding Committee. ● Guidance against the Charity Governance Code ● Audit from National Mind every five years ● Mind Quality Mark assessment review
<p>Finance Risks</p> <p>Increased costs and insufficient income to deliver mission and plans,</p>	<ul style="list-style-type: none"> ● We are recruiting a Fundraising manager to support with fundraising and unrestricted income through grants. ● Regular review of financial performance, projections, and financial controls by the leadership team and the Finance & Risk

<p>heightened by economic climate</p>	<p>Committee, with ongoing reporting to the Board, through the Annual budgeting and forecasting processes</p> <ul style="list-style-type: none"> • Robust financial modelling of income, costs, margins, reserves, cash balances and cash flow • Delegated authority process, ensuring trustee and leadership • review of significant income and expenditure • Building of relationship with corporates for donations and pro-bono works.
<p>Safeguarding</p> <p>Ineffective professional practice and safeguarding policies and procedures putting vulnerable adults and young people at risk</p>	<ul style="list-style-type: none"> • Governance, HR and Safeguarding subcommittee in place • A safeguarding rapid review was undertaken in April 24, all the actions from this has been completed during the year • Review of internal and external safeguarding measures and safeguarding policy to ensure ongoing compliance with best practice
<p>Operational Risks</p> <p>Staffing issues meaning reduced capacity and loss of knowledge and skills</p> <p>Cyber security attacks and data breaches</p> <p>Failure to create a fully equitable, diverse, inclusive organisation leads to impact on mission and reputational risk.</p>	<p><i>Staffing issues</i></p> <ul style="list-style-type: none"> • Review and improve internal People policies and procedures to provide clarity and support for all staff • Develop line managers to support their teams from induction through to exit, prioritising having meaningful conversations about performance. • Improve recognition across the organisation to ensure staff feel valued and appreciated Password protection and multi-factor authentication are in place to enhance system security. <ul style="list-style-type: none"> • Password protection and multi-factor authentication are in place to enhance system security. • Monthly cyber security training is provided to staff to ensure ongoing awareness of current threats and attack methods. • Cyber insurance coverage is maintained to protect the charity's finances in the event of a data breach or cyber-attack. <p><i>EDIA</i></p> <p>Our greatest strength is the diversity of both our staff and our clients; however, we know more needs done to ensure we are a truly inclusive and equitable organisation. To support this, we need to implement several recommendations from our all-staff survey, covering the following themes.</p> <ul style="list-style-type: none"> • Inclusion and Belonging • Training Awareness and Education • Psychological Safety and Microaggressions • Celebration, Community and Connection

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2025

	<ul style="list-style-type: none">• Accessibility and Support
Fraud and Regulatory risk Risk of fraud leading to financial challenges for the organisation.	<ul style="list-style-type: none">• Senior level engagement in policy setting and ongoing improvements to performance management and reporting• Leads in place for safeguarding, health and safety, data protection, information security, and quality and performance• Review of, and investment in IT systems and information reporting• Delegated authority in place to ensure appropriate level of review/ approval of financial transactions and commitments

Structure, Governance and Management

Governing Document

Mind in Tower Hamlets, Newham, and Redbridge (“MindTHNR”) (the word ‘Limited’ being omitted by licence from the Department of Trade) is incorporated as a company limited by guarantee and not having a capital divided by shares.

The organisation is a charitable company limited by guarantee, incorporated on 6 September 1991, and registered as a charity on 6 March 1992. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. These articles were amended in March 2023 following a legal name change in February 2023.

Good governance

The board of trustees is committed to developing and maintaining high standards of governance throughout the charity and has developed practice that follows the standards laid out in the Charity Governance Code. Our annual board strategy day provides an opportunity for the board and leadership team to review the strategy and prioritise areas of work for the coming year. During the year, trustees have been involved in the development of the new three-year Strategy. This will guide the work of the Charity from 2025 to 2028.

We have policies and procedures in place that underpin the requirement to act with integrity and in the best interests of the charity and its charitable purposes. We undertake a skills audit to record skills and experience, identify gaps and this informs the process for appointing new trustees.

Recruitment and appointment of Trustees

The approach to recruitment and appointment of Trustees is set out in our Articles of Association. The honorary officers: The Chair, Vice-Chair, and the Treasurer, as well as other Trustees, are elected at the Annual General Meeting by the members of MindTHNR.

The Board of Trustees reviews the skill set of its members regularly and whenever a vacancy arises. Vacancies are advertised on our website and through our channels as well as externally on relevant platforms. Appointments are overseen by the HR, Governance & Safeguarding Committee and once

Trustees' Annual Report

For the year ended 31 March 2025

appointed by the Board, new Trustees are inducted by the Chief Executive and other relevant staff members. Trustees are given information on the legal duties and expectations of a Trustee and invited to attend relevant events.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Management and staff

The Board of Trustees is legally responsible for the strategic direction of the charity, including approving the annual plan and budget. The Board monitors risk and progress against these plans and budgets and it makes decisions about the appointment of trustees and senior staff. Lead trustees are appointed to oversee key areas of work as needed. Day-to-day operation of the organisation is delegated to the Chief Executive and the Leadership Team

Relationships with Other Organisations

Collaboration with other organisations, is a key aim for MindTHNR. We are an influential and active member of a range of mental health and charity networks. We have a number of strong relationships with various organisations, those considered as related parties are:

- Safer Community Connections
- Mind City Hackney and Waltham Forest
- Mind Havering, Barking and Dagenham
- NELFT
- ELFT
- NEL Suicide Prevention Group
- Tower Hamlets & Newham Mental Health Alliance
- Tower Hamlets Talking Therapies
- Compass Wellbeing
- Newham Healthwatch

MindTHNR is affiliated to National Mind. There were no related party transactions during the year.

Remuneration Policy for Key Management Personnel

We look to ensure that salaries for all posts are banded within a range commensurate with the job role. The remuneration of senior staff is reviewed annually and monitored against average earnings in the sector for similar roles. Salaries for new roles are benchmarked using a consistent job evaluation approach with existing roles. The CEO's performance appraisal and remuneration review is managed by the Board which makes recommendations on setting the salary of the CEO to the Board for approval. We are a London Living Wage employer.

Statement about Fundraising Practice

Mind in Tower Hamlets, Newham and Redbridge have not undertaken any fundraising in 2024-2025, however we are recruiting for a Fundraising Manager, who will work alongside our strategic and operational plan and contribute to diversifying our income and expanding our areas of benefit.

Ethical Fundraising

We are committed to ethical fundraising, ensuring that we do not accept donations or support from companies who are in direct conflict with our aims. We have an Ethical Fundraising Policy that will support this strategy and be embedded into any fundraising activities. We are members of the Fundraising Regulator and comply with their code of fundraising practice. We have not received any complaints about fundraising during the year.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of Mind in Tower Hamlets, Newham, and Redbridge for the purposes of company law) are responsible for preparing the Trustees' annual 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Review 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 charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Trustees' Annual Report

For the year ended 31 March 2025

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2025 were 10 (2024: 10). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Trustees' expenses

One trustee was reimbursed £58 for travel expenses in the year (2024: 0). There was no trustees' remuneration or other benefits for the year ended 31 March 2025

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Trustees' annual report has been approved by the Trustees on 12 November 2025 and signed on their behalf by

Grant Martin
Chair

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Opinion

We have audited the financial statements of Mind in Tower Hamlets, Newham, and Redbridge (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, 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 of 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.
- 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 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 enough 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 Mind in Tower Hamlets, Newham, and Redbridge'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.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

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

Matters on which we are required to report by exception.

In the light of the 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' annual 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

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

- 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' annual report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, 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 based on 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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

- We enquired of management and the finance sub-committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

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 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 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.

Joanna Pittman (Senior statutory auditor)

Date: 1 December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Mind In Tower Hamlets, Newham and Redbridge

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	17,734	-	17,734	34,199	-	34,199
Charitable activities							
Support Services	3a	1,318,352	92,934	1,411,286	1,604,883	208,496	1,813,379
Community Projects	3b	223,462	322,077	545,539	-	413,265	413,265
Advocacy Projects	3c	329,133	-	329,133	470,165	-	470,165
Employment, advice & information	3d	663,893	-	663,893	864,113	13,480	877,593
Investment income		12,087	-	12,087	25,393	-	25,393
Other income		32,771	-	32,771	22,449	-	22,449
Total income		2,597,432	415,011	3,012,442	3,021,202	635,241	3,656,443
Expenditure on:							
Charitable activities							
Support Services	4	1,261,599	41,202	1,302,800	1,530,323	240,045	1,770,368
Community Projects	4	270,684	387,032	657,716	-	401,147	401,147
Advocacy Projects	4	380,204	-	380,204	600,361	-	600,361
Employment, advice & information	4	591,803	-	591,803	715,058	16,071	731,129
Total expenditure		2,504,290	428,233	2,932,524	2,845,741	657,263	3,503,004
Net income / (expenditure) for the year	5	93,141	(13,222)	79,919	175,461	(22,022)	153,439
Net income / (expenditure) before other recognised gains and losses		93,141	(13,222)	79,919	175,461	(22,022)	153,439
Actuarial gains/(losses) on defined benefit pension schemes		(16,950)	-	(16,950)	-	-	-
Net movement in funds		76,192	(13,222)	62,969	175,461	(22,022)	153,439
Reconciliation of funds:							
Total funds brought forward		726,896	188,931	915,827	551,435	210,954	762,389
Total funds carried forward	17	803,087	175,708	978,796	726,896	188,931	915,827

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Mind In Tower Hamlets, Newham and Redbridge

Balance sheet

Company no. 2643905

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	10		242,263		263,102
			242,263		263,102
Current assets:					
Debtors	11	286,746		109,927	
Cash at bank and in hand		774,196		889,208	
		1,060,941		999,135	
Liabilities:					
Creditors: amounts falling due within one year	12	(313,108)		(346,411)	
Net current assets			747,834		652,724
Total assets less current liabilities			990,097		915,827
Creditors: amounts falling due after one year	14		(11,300)		-
Total net assets	16		978,796		915,827
The funds of the charity:	17				
Restricted income funds			175,708		188,931
Unrestricted income funds:					
Designated funds		191,555		199,171	
General funds					
Excluding long term pension liability		622,833		527,725	
Long term pension liability		(11,300)		-	
General funds including long term pension liability		611,533		527,725	
Total unrestricted funds			803,087		726,896
Total charity funds			978,796		915,827

Approved by the trustees on 12 November 2025 and signed on their behalf by

Grant Martin
Chair

Dimitrios Goumenos
Treasurer

Statement of cash flows

For the year ended 31 March 2025

Reconciliation of net expenditure to net cash flow from operating activities

	2025	2024
	£	£
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	79,919	153,439
Depreciation charges	38,011	62,977
Dividends, interest and rent from investments	(12,087)	(25,393)
Decrease/(increase) in debtors	(176,819)	(42,013)
(Decrease)/increase in creditors	(22,003)	18,184
Gains from pension valuation	(16,950)	-
Net cash generated from / (used in) operating activities	(109,929)	167,194

	Note	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Net cashflow generated from/(used in) operating activities			(109,929)		167,194
Cash flows from investing activities:					
Dividends, interest and rents from investments		12,087		25,393	
Purchase of fixed assets		(17,171)		(1,740)	
Net cash used in investing activities			(5,084)		23,653
Change in cash and cash equivalents in the year			(115,013)		190,847
Cash and cash equivalents at the beginning of the year			889,208		698,363
Cash and cash equivalents at the end of the year			774,196		889,208

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies

a) Statutory information

Mind in Tower Hamlets, Newham and Redbridge is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Open House, 13 Whitehorn Street, London, E3 4DA.

b) Basis of preparation

The financial statements have been prepared in accordance with 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)– (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees, with the support from management, have worked on new service developments to sustain the charity for the future and build up reserves. This has resulted in the charity realising a surplus this year. The trustees acknowledge that the upcoming year is a deficit budget, however our reserves at >158% of the target ensures resilience during this difficult period. The trustees remain focused on maintaining the medium term financial sustainability of the charity through increased income streams and ensuring that operating costs remain within budget limits.

The trustees review the budgets, forecasts, cash flow projections and risk associated with forecast income streams while considering the going concern assumption. Following this review, and noting that the charity does not have any financial borrowings, the trustees consider that there are no other material uncertainties about the charity's ability to continue as a going concern.

e) Income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with SORP & FRS 102. All incoming resources are included in the Statement of Financial Activities when there is entitlement to receive them, it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received or the Charity is entitled to the income. Any donations tied to a particular purpose are credited to restricted reserves.

Income from revenue grants and other grants are credited to the Statement of Financial Activities when received or receivable. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the Charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met, is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contractual income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Gifts and services in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In the case of donated fixed assets, a designated fund is created reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

The value of services provided by general volunteers has not been included in the Statement of Financial Activities.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted general funds are donations and other incoming resources received or generated for the charitable purposes. The General fund has to provide for the net deficit of any activities that have inadequate income of their own and for the central operating costs of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered as Mind In Tower Hamlets and Newham is not currently VAT registered. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs associated with delivering the main objectives of the charity and include both the direct cost and support cost relating to these activities.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of the total direct project's cost.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|---------------------------|-------------|
| ● Long leasehold premises | 45 years |
| ● Fixtures & equipment | 25% on cost |
| ● Computer equipment | 25% on cost |

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates one pension scheme, it being a multi – employer pension scheme on behalf of its staff. It is not possible to separately identify the assets and liabilities of participating employers on a consistent and reasonable basis.

The charity has recognised its committed liability for past service deficits for this scheme and these are noted as a liability on the balance sheet and as a long term pension liability reserve. This scheme is now closed to new members.

Mind In Tower Hamlets, Newham and Redbridge

Notes to the financial statements

For the year ended 31 March 2025

2 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Donations and fundraising	17,684	-	17,684	34,129	-	34,129
Membership subscriptions	50	-	50	70	-	70
Total Income from donations and legacies	17,734	-	17,734	34,199	-	34,199

3 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Supported Self Help (Ended March 2025)	25,470	-	25,470	12,739	-	12,739
Maximus Coping with Life (ended 2023 2024)	-	-	-	7,200	-	7,200
Mind EDI (Ended 2023 2024)	-	-	-	-	40,000	40,000
Young Minds Redbridge (Ended June 2024)	-	3,535	3,535	-	30,396	30,396
Garfield Weston (Ended 2023 2024)	-	-	-	18,750	-	18,750
Suicide Prevention Hub	167,494	-	167,494	207,240	-	207,240
Redbridge Peer Support Workers (Ended	83,207	-	83,207	182,120	-	182,120
London Borough of Tower Hamlets – Connecting Communities	803,282	-	803,282	665,425	-	665,425
New Horizon – City Bridge (Ended 2023 2024)	-	-	-	-	33,456	33,456
Newham Bereavement Service (Ended September 2024)	50,723	-	50,723	116,221	-	116,221
CAF Our voices (Ended 2023 2024)	-	-	-	-	32,982	32,982
Rapid study with Mind (Ended September 2024)	-	21,012	21,012	-	37,869	37,869
ELFT Talking Therapies (NTT and THTT) (Ended November	-	-	-	314,957	-	314,957
Redbridge Older People Talking Therapies	-	17,086	17,086	-	8,543	8,543
Langdon School Counselling	68,817	-	68,817	39,836	-	39,836
TH Bereavement Service (Started December 2023)	92,000	-	92,000	30,667	-	30,667
TT Equity Fund (Ended 2023 2024)	-	-	-	9,728	-	9,728
Mayors Fund – Barista (Started End of 2023)	-	20,000	20,000	-	8,333	8,333
Mayors fund – Our voices (Started End of 2023)	-	25,000	25,000	-	10,417	10,417
Sports England (Ended March 2025)	-	6,300	6,300	-	6,500	6,500
Pemberton Barnes	20,000	-	20,000	-	-	-
Other income from support services projects (Safespace Café)	7,360	-	7,360	-	-	-
a) Sub-total for support services	1,318,352	92,934	1,411,286	1,604,883	208,496	1,813,379
Discovery College (Ended June 2024)	-	54,705	54,705	-	146,940	146,940
Older Adult Community Connector	-	44,347	44,347	-	45,389	45,389
Tower Hamlets Community Connectors	-	80,822	80,822	-	82,947	82,947
Newham Community Connectors	-	142,202	142,202	-	137,989	137,989
Newham Together Café (Started May 2024)	223,462	-	223,462	-	-	-
b) Sub-total for Community Projects	223,462	322,077	545,539	-	413,265	413,265
East London Foundation Trust – Adolescent Advocacy	39,390	-	39,390	38,693	-	38,693
London Borough of Tower Hamlets – IMHA	248,743	-	248,743	241,499	-	241,499
London Borough of Havering – Havering Advocacy (Ended March 2024)	-	-	-	148,973	-	148,973
Community Barnet – Complaints Advocacy	41,000	-	41,000	41,000	-	41,000
c) Sub-total for advocacy projects	329,133	-	329,133	470,165	-	470,165
London Borough of Tower Hamlets – Upskill (Ended 2023	-	-	-	-	13,480	13,480
NHS Newham CCG – IPS Newham NHS England (TUPE out 01/07/2024)	62,264	-	62,264	249,057	-	249,057
East London NHS Foundation – IAPT Employment	601,628	-	601,628	615,056	-	615,056
d) Sub-total for Employment, advice and information	663,893	-	663,893	864,113	13,480	877,593
Total income from charitable activities	2,534,840	415,011	2,949,851	2,939,161	635,241	3,574,402

4a Analysis of expenditure (current year)

	Charitable activities				Support costs £	Governance costs £	2025 Total £	2024 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £				
Staff costs (Note 6)	793,025	355,596	252,559	398,342	501,893	-	2,301,415	2,733,411
Direct costs	88,845	47,308	2,045	5,347	66,192	-	209,737	270,719
Premises costs	-	23,405	-	-	45,822	-	69,227	56,520
Office and supplies costs	9,276	23,504	1,529	1,182	227,600	-	263,090	272,307
Depreciation	-	-	-	-	38,011	-	38,011	62,977
Consultancy	138	150	3,975	-	32,260	-	36,523	87,414
Audit remuneration	-	-	-	-	14,520	-	14,520	19,656
Governance cost	-	-	-	-	-	-	-	-
	891,284	449,963	260,109	404,870	926,298	-	2,932,523	3,503,004
Support costs	411,516	207,753	120,095	186,933	(926,298)	-	-	-
Governance costs	-	-	-	-	-	-	-	-
Total expenditure 2025	1,302,800	657,716	380,204	591,803	-	-	2,932,524	-
Total expenditure 2024	1,770,368	401,147	600,361	731,129	-	-	-	3,503,004

4b Analysis of expenditure (previous year)

	Charitable activities				Support costs £	Governance costs £	2024 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £			
Staff costs (Note 6)	1,195,911	248,332	405,152	546,518	337,498	–	2,733,411
Direct costs	146,323	57,582	12,535	17,880	36,399	–	270,719
Premises costs	8,500	8,155	167	2,000	37,698	–	56,520
Office and supplies costs	22,276	–	5,911	6,023	238,097	–	272,307
Depreciation	–	–	–	–	62,977	–	62,977
Consultancy	13,060	–	46,274	–	28,080	–	87,414
Audit remuneration	–	–	–	–	–	19,656	19,656
Governance cost	–	–	–	–	–	–	–
	1,386,070	314,069	470,039	572,421	740,749	19,656	3,503,004
Support costs	374,364	84,827	126,953	154,605	(740,749)	–	–
Governance costs	9,934	2,251	3,369	4,102	–	(19,656)	–
Total expenditure 2024	1,770,368	401,147	600,361	731,129	–	–	3,503,004

Notes to the financial statements

For the year ended 1 April 2025

5 Net expenditure for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	38,010	62,977
Operating lease rentals:		
Photocopier	1,589	-
Auditor's remuneration (excluding VAT):		
Other Services	-	3,400
Audit	12,000	12,000
	<u>12,000</u>	<u>12,000</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	2,052,618	2,416,566
Social security costs, ER NIC	182,161	227,504
Employer's contribution to pension schemes	66,636	89,341
	<u>2,301,415</u>	<u>2,733,411</u>

1 employee earned (excluding employer national insurance and employer pension) between £90,000 and £100,000 during the year (2024: 1 between £80,000–£90,000).

The total employee remuneration including pension contributions and national insurance of the key management personnel was £429,358 (2024: £284,715).

The total redundancy costs in the year were £52,848 (2024: 0) for 8 members of staff.

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

One Trustee was reimbursed for their travel expenses of £58 (2024: £0).

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 No.	2024 No.
Support Services	34	33
Community Projects	8	9
Advocacy Projects	8	11
Employment, advice & information	9	17
Support	9	11
Governance	1	1
	<u>69</u>	<u>82</u>

8 Related party transactions

There are no related party transactions to disclose (2024: none) other than those already disclosed in note 6. There were no Trustee donations made in the year (2024: £716).

Notes to the financial statements

For the year ended 1 April 2025

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Long leasehold premises £	Fixtures and equipment £	Computer equipment £	Total £
Cost				
At the start of the year	895,202	186,751	75,452	1,157,405
Additions in the year	9,600	2,232	5,339	17,171
Disposals in the year		-	-	-
At the end of the year	904,802	188,983	80,791	1,174,576
Depreciation				
At the start of the year	689,382	130,715	74,206	894,303
Charge for the year	22,823	13,788	1,399	38,010
Eliminated on disposal	-	-	-	-
At the end of the year	712,205	144,503	75,605	932,313
Net book value				
At the end of the year	192,597	44,480	5,186	242,263
At the start of the year	205,820	56,036	1,246	263,102

All of the above assets are used for charitable purposes.

11 Debtors

	2025 £	2024 £
Trade debtors and accrued income	274,250	79,723
Prepayments	12,496	30,204
	286,746	109,927

12 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors and Natwest Credit Card	40,715	63,086
Taxation and social security	39,248	56,907
Pension contributions creditor	1,978	412
Defined benefit pension liability (note 15)	5,650	6,157
Accruals	89,976	51,822
Deferred income (note 13)	135,541	168,027
	313,108	346,411

13 Deferred income

Deferred income totalling £136k represents funding received prior to the financial year end relating to services to be delivered in the period commencing 1 April 2025 from Young Minds Redbridge £9k / IAPT Employment Serv £43k / / TH Connectors £41k / Newham Connectors £24k / supported self help £1k and Langdon School counselling to backfill vacant hours £11k

	2025 £	2024 £
Balance at the beginning of the year	168,027	217,169
Amount released to income in the year	(168,027)	(217,169)
Amount deferred in the year	135,541	168,027
Balance at the end of the year	<u>135,541</u>	<u>168,027</u>

14 Creditors: amounts falling due after one year

	2025 £	2024 £
Defined benefit pension liability	11,300	-
	<u>11,300</u>	<u>-</u>

The Pensions trust has updated their reporting and instructed a deficit a liability of £5,650 for 3 year to 2028, Total deficit liability is £16,950.

15 Pension schemes

SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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 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.

15 Pension schemes (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028		£2,100,000 per annum	Payable monthly
------------------------------------	--	-------------------------	-----------------

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:		£3,312,000 per annum	Payable monthly
---------------------------------------	--	-------------------------	-----------------

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31-Mar-25 (£s)	31-Mar-24 (£s)	31-Mar-23 (£s)
Present value of provision (discounted)	15,833	6,040	12,929

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2025 (£s)	Period Ending 31 March 2024 (£s)
Provision at start of period	6,040	12,929
Unwinding of the discount factor (interest expense)	159	496
Deficit contribution paid	(6,157)	(7,389)
Remeasurements – impact of any change in assumptions	100	4
Remeasurements – amendments to the contribution schedule	15,691	–
Provision at end of period	15,833	6,040

15 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2025	Period Ending 31 March 2024
	(£s)	(£s)
Interest expense	159	496
Remeasurements – impact of any change in assumptions	100	4
Remeasurements – amendments to the contribution schedule	15,691	–
Contributions paid in respect of future service*	–	–
Costs recognised in income and expenditure account	–	–

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31-Mar-25 % per annum	31-Mar-24 % per annum	31-Mar-23 % per annum
Rate of discount	4.84	5.31	5.52

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions – The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31-Mar-25 (£s)	31-Mar-24 (£s)	31-Mar-23 (£s)
Year 1	5,650	6,157	7,389
Year 2	5,650	–	6,157
Year 3	5,650	–	–
Year 4	–	–	–
Year 5	–	–	–
	16,950	6,157	13,546

Notes to the financial statements

For the year ended 1 April 2025

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	66,555	175,708	242,263
Net current assets	622,834	125,000	-	747,834
Long term liabilities	(11,300)	-	-	(11,300)
Net Assets at 31 March 2024	611,534	191,555	175,708	978,796

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	74,171	188,931	263,102
Net current assets	527,724	125,000	-	652,724
Long term liabilities	-	-	-	-
Net Assets at 31 March 2023	527,724	199,171	188,931	915,827

17a Movements in funds (current year)

	At 31 March 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2025 £
Restricted funds:					
Young Minds Redbridge		3,535	(3,535)	-	-
Rapid study with Mind		21,012	(21,012)	-	-
Redbridge Older People Talking Therapies		17,086	(17,086)	-	-
Mayors Fund – Barista		20,000	(20,000)	-	-
Mayors fund – Our voices		25,000	(25,000)	-	-
Sports England		6,300	(6,300)	-	-
Discovery College		54,705	(54,705)	-	-
Older Adult Community Connector		44,347	(44,347)	-	-
Tower Hamlets Community Connectors	-	80,822	(80,822)	-	-
Newham Community Connectors		142,202	(142,202)	-	-
Building fund	188,931	9,600	(22,823)	-	175,708
Total restricted funds	188,931	424,611	(437,834)	-	175,708
Unrestricted funds:					
Designated funds:					
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support costs	15,000	-	-	-	15,000
Employment costs	55,000	-	-	-	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	74,171	7,571	(15,187)	-	66,555
Total designated funds	199,171	7,571	(15,187)	-	191,555
General funds					
Excluding long term pension liability	527,725	2,589,861	(2,489,103)	(5,650)	622,833
Long term pension liability	-	(16,950)		5,650	(11,300)
Total general funds	527,725	2,572,911	(2,489,103)	-	611,533
Total unrestricted funds	726,896	2,580,482	(2,504,290)	-	803,087
Total funds	915,827	3,005,093	(2,942,124)	-	978,796

17b Movements in funds (prior year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
EDI		40,000	(40,000)	-	
Young Minds Redbridge	-	30,396	(30,396)	-	-
New Horizon – City Bridge	-	33,456	(33,456)	-	-
CAF Our voices	-	32,982	(32,982)	-	-
Rapid study with Mind	-	37,869	(37,869)	-	-
Redbridge Older People Talking Therapies	-	8,543	(8,543)	-	-
Mayors Fund – Barista	-	8,333	(8,333)	-	-
Mayors fund – Our voices	-	10,417	(10,417)	-	-
Sports England	-	6,500	(6,500)	-	-
LBTH – Upskills	-	13,480	(13,480)	-	-
Discovery College	-	146,940	(146,940)	-	-
Older Adult Community Connector	-	45,389	(45,389)	-	-
Tower Hamlets Community Connectors	-	82,947	(82,947)	-	-
Newham Community Connectors	-	137,989	(137,989)	-	-
Building fund	210,954	-	(43,286)	21,263	188,931
Total restricted funds	210,954	635,241	(678,527)	21,263	188,931
Unrestricted funds:					
Designated funds:	-	-	-	-	-
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support cost	15,000	-	-	-	15,000
Employer Costs	55,000	-	-	-	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	113,385	1,740	(19,691)	(21,263)	74,171
Total designated funds	238,385	1,740	(19,691)	(21,263)	199,171
General funds					
Excluding long term pension liability	319,207	3,019,462	(2,826,050)	15,106	527,725
Long term pension liability	(6,157)			6,157	-
Total general funds	313,050	3,019,462	(2,826,050)	21,263	527,725
Total unrestricted funds	551,435	3,021,202	(2,845,741)	-	726,896
Total funds	762,389	3,656,443	(3,524,268)	-	915,827

Purposes of restricted funds:

Young Minds Redbridge. To promote positive emotional health and wellbeing through various enjoyable activities. By encouraging young people to share their expertise, experience, skills and interests, we intend to build courses based on consultations with young people. All income funds direct costs.

Rapid Study with Mind. Funded through the national institute of health research to find out which intervention method is best at supporting clients with suicidal thoughts and feelings. All income funds direct costs.

Redbridge Older People Talking Therapies. working in collaboration with NELFT IAPT service, are to develop a promotion campaign to increase access to Talking Therapies for Older People (65+) affected by/ experiencing depression and anxiety. All income funds direct costs.

Mayors Fund – Barista. This project is funded through Mayor's Fund and aims to increase access to steps towards employment and vocational training for local community facing mental health issues. Including young people who are marginalised and racialised. All income funds direct costs.

Mayors Fund – Our Voices. This project aims to increase access to mental health and wellbeing services for diverse muslim women who reside in Tower hamlets and works to reduce stigma related to mental health and accessing support. All income funds direct costs.

Sports England – Aimed at those with mental health distress across Tower Hamlets, Newham, and Redbridge. Payment recorded paid to partner, MindTHNR work to commence 2024 2025

Discovery College – is an initiative that aims to provide a more holistic offer to young people who require support with their emotional health and wellbeing. All income funds direct costs.

Older Adults Community Connector. As part of our work within the transformation of mental health services we have secured 5 year funding to support older adults and develop integrated ways of working with people over 65.

Tower Hamlets Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stepney and Wapping PCN. This will increase to two workers in 2023.

Newham Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stratford PCN. This is three team members.

Building fund – the balance above represents the long leasehold premises purchased by a restricted capital grant.

Purposes of designated funds

Fixed assets funds represents the net book value of the tangible fixed assets acquired using unrestricted funds.

Maintenance and Renewals funds include costs that may be incurred for maintenance of premises operated by the charity.

IT Support costs includes provisions for purchase of additional/replacement IT equipment.

Employment Costs. We have created a designated fund to support employment costs including potential redundancy cost and salary uplifts which have not yet been agreed.

Staff contingency funds include provisions for additional staff costs that could occur in the year e.g. maternity cover, long term sickness absence etc.

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods

	Equipment	
	2025	2024
	£	£
Less than one year	2,168	2,756
One to five years	4,635	5,679
	<hr/>	<hr/>
	6,803	8,435
	<hr/> <hr/>	<hr/> <hr/>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Mind in Tower Hamlets, Newham and Redbridge

England & Wales - Charity number 1006927

Accounts

Company number: 2643905
Charity Number: 1006927

Mind in Tower Hamlets, Newham and Redbridge

Report and financial statements
For the year ended 31 March 2024



Mind in Tower Hamlets, Newham, and Redbridge

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Mind in Tower Hamlets, Newham, and Redbridge

Reference and administrative information

For the year ended 31 March 2024

Company number 2643905 – incorporated in the UK.

Charity number 1006927 – registered in England and Wales

**Registered office
and operational
address** 13 Whitethorn Street
London
E3 4DA

Key management personnel

Chair 2023 2024:

Interim Chair: Grant Martin (From June 2024)

Chair: Vandana Siney (May 2023 – June 2024)

Chair: Angela Shannon (until May 2023)

Vice Chair

Vice Chair: Nick Aellen (from November 2023)

Ajay Aggarwal (resigned May 2023)

Treasurer 2023 2024

Interim Treasurer: Dimitrios Goumenos (from June 2024)

Treasurer: Grant Martin (from November 2023 until June 2024)

Treasurer: Jonathan Rae (until November 2023)

Trustees:

Lisa McLean

Angela Shannon

Vandana Siney

John Whitehead

Jane Oldfield

Stephanie Rogers (resigned September 2023)

Max Woolfson (resigned April 2024)

Asif Dhanani

Afiya Begum (resigned September 2023)

Samantha Uwadiae (resigned May 2024)

James Kyne (appointed November 2023)

Company Secretary

Bernadette Keane (appointed January 2024)

Joanna Boldeau (resigned February 2024)

Michelle Kabia (resigned August 2023)

Mind in Tower Hamlets, Newham, and Redbridge

Reference and administrative information

For the year ended 31 March 2024

Senior Leadership Team

Bernadette Keane - Chief Executive Office (from January 2024)

Joanna Boldeau - Interim Chief Executive Office (from July 2023 to February 2024)

Michelle Kabia - Chief Executive Officer (until August 2023)

Rehana Abbasi - Finance Director

Shahan Islam - HR and Governance Director (until May 2024)

Tallat Bhatti – Director of Services (from March 2024)

Bankers

National Westminster Bank

PO Box 10862

180 Shoreditch High Street

London, E1 6HY

Auditor

Sayer Vincent LLP

Chartered Accountants and Statutory Auditors

110 Golden Lane

London EC1Y 0TG

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2024

The Trustees present their report and the audited financial statements for the year ended 31 March 2024.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Introduction MindTHNR Chair and CEO

As the charity sector as a whole continues to work its way through the challenges posed by both the economic and social changes that arose during the pandemic and, in more recent developments, by the cost-of-living crisis, our basic needs - food, energy and housing - are expensive and our public services are over stretched. These hardships both increase the likelihood that people will experience poor mental health and make it harder for people already severely affected by mental illness to manage their well-being, making our services more vital than ever before.

We had many significant achievements over the year that we are incredibly proud of, which will enable us to support more service users over the coming year in the confidence that we are delivering high quality services. Some of our achievements were:

1. Passed our Mind Quality Mark assessment
2. Three of our amazing trustees completed the 24 peaks challenge raising £13k
3. We opened our Safe Space Café in Tower Hamlets, creating a therapeutic space for service users and staff
4. We won a range of new services in the second half of the year, including the Together Café in Newham, a service that will provide crisis support every day of the year.

We were also successful financially, our income increased to £3.7million and we achieved a £153k surplus.

Over the last year we have been going through a period of change and renewal. Vandana Siney, stepped down from the Chair role in July, but we are grateful that she is staying on as a trustee. We send our profound thanks to Vandana for her leadership during a challenging period for the charity. Grant Martin has stepped into the Chair's role. He joined the board as Treasurer in 2023 and we are grateful to the experience and insights that he brings to the role.

Bernadette Keane, joined as the new CEO at the end of January, she would like to highlight the three key significant things that absolutely stand out for me:

- The **diversity** we have across MindTHNR, with the majority of staff coming from Black, Asian, and other ethnic back grounds. I have never worked in such a truly diverse organisation, and it is palpably different, better in every way, with evidence that excellent EDI is deeply embedded.
- The strength of **peer support and coproduction**- it is lived and breathed here and again we are a much stronger organisation because of this.
- **Staff strength and skills**- we have passionate, committed, and skilled staff, and were thrilled to promote two internal colleagues to leadership team roles in the last six months.

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2024

Looking to the future, we aim to strengthen our links with our communities to ensure that we are meeting their needs. Another priority in the coming year is to continue our commitment to amplifying the voices of service users and peers. This includes putting the processes and support in place to make sure the issues that are important to them are heard by those who can influence and create change.

We are excited to be embarking on this next phase of our journey as we begin to draft our new strategy for the period 2024- 2028.

A big thank you, therefore, to the staff team, the trustees, our many funders and supporters and of course to the service users who put their trust in us and for whom we exist. This is an incredible organisation which we are both very proud to be a part of.

Grant Martin
Chair

Bernadette Keane
Chief Executive Officer

Objectives

To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorder or conditions of emotional or mental distress, with due consideration to gender, race sexuality, age, culture and disability, requiring advice or treatment in the London borough of Tower Hamlets, the London borough of Newham, the London borough of Redbridge and surrounding boroughs (Havering, Barking and Dagenham), in association with Mind (the national association for mental health) and in accordance with the aims and objectives of Mind in Tower Hamlets, Newham and Redbridge.

Public Benefit Statement

The Trustees consider that they have complied with Section 17 of the Charities Act 2011 with regards to the guidance on public benefit published by the Charity Commission.

The Trustees review the aims, objectives, and activities of the charity each year. This report considers the charity's achievements and its outcomes in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and Performance

MQM Quality Mark

This year we were inspected against the Mind Quality Mark (MQM) Standards, which takes place every five years. The MQM is a framework of good practice and a quality assurance tool giving confidence that the Mind Federation is made up of well run, sustainable organisations. The assessment covers 20 standards. Following the initial assessment, we were very proud of the overall feedback which was very positive and included the following comments:

- 'Leaders at Mind THNR are inspiring and strive to create an inclusive, motivational culture
- Mind THNR has a highly skilled board of trustees who bring a wealth of valuable experience to the charity's governance
- The financial procedures are strong and the work of the Finance Director to create these procedures from scratch should be commended
- Mind THNR clearly excels at creating an inclusive environment and celebrating diversity
- There is a positive culture at MindTHNR. It was clear that staff are passionate about the work they do and are supported to bring their whole selves to work. Consistently, staff cited MindTHNR as an excellent employer. As one member of staff put it, "If I had a choice, I would work here the rest of my life"

- The principles of lived experience influence and participation are firmly embedded at MindTHNR
- The review team were particularly impressed with the Peer Leaders programme and the Sakinah Project
- Mind THNR excels at sharing the stories of people with lived experience in a way that celebrates individual agency and promotes positive attitudes to mental health

Our Services

Our main activities are outlined below, we focus on the development of services for clients who have mental health distress and/or emotional needs residing in the London boroughs of Tower Hamlets, Newham and Redbridge, and the surrounding North-East London boroughs.

These charitable activities are undertaken to further Mind in Tower Hamlets, Newham, and Redbridge's charitable purposes for the public benefit.

Support Services

Connecting Communities – Tower Hamlets Recovery and Wellbeing Service

The Connecting Communities Service is the first point of access for residents in Tower Hamlets to access community mental health support, advice, and information. Our team supports people to navigate through their mental health issues and connect to wider resources in the borough. We offer opportunities for people to explore connectedness and hope and to identify meaning and empowerment. The service is a part of the wider Recovery and Wellbeing Services funded by the local authority.

During 2023- 2024 we saw the impact of the cost-of-living crisis on local residents in our boroughs through the increase in access to the service, with over 2700 people accessing one or more elements. We continue to see several changes in trends around, clients requesting support with:

- New Personal Independence Payments and Employment Support Allowance review forms
- Housing related welfare benefits including discretionary payments
- Homelessness, eviction and temporary rehousing with housing eligibility and priority
- Clients requesting money management to make payment arrangements with debtors for better long-term financial outcomes.

We deliver our service collaboratively with people who have lived experience and local community organisations. Our key focus through our co-production hub has been to work with our clients and support them to have a greater voice and influence over the care they receive and how services are designed, developed, and delivered. We have trained over 30 lived experience experts and worked with almost 100 people with lived experience to shape and design services, as well as influencing our wider systems.

The main elements that the service delivers are:

- Mental Health Navigation – providing advice, information, and support to connect with local resources.
- Housing and Welfare Benefits – providing housing support for people with mental health to navigate through housing issues, repairs and housing and benefit applications. The key focus of the team is to ensure that people have financial stability and independence to thrive.
- Co-produced Groups and Activities – the service provides weekly groups and activities structured around the five ways to wellbeing. Over 50% of our groups are led by lived experience experts who have been trained and supported to develop their own groups. 100% of our groups and activities are co-produced.
- Get Active Get Involved – providing opportunities for people who have used our services to co-design and co-deliver services and to influence borough-wide mental health and wellbeing strategies and services. Our teams have showcased their journeys, shared their experiences, and worked with us on finding solutions as well as leading a 'listening' programme across Tower Hamlets and Newham on health and mental health inequalities.
- Peer Leadership training – we train lived experience experts in leadership and facilitation skills, with the aim of supporting people to have a voice in the local community, influence how services are delivered and lead in a way that is meaningful to them. Many of the leaders we train go on to develop their own groups and activities within the community.
- Our Connecting Communities Peer Group Newsletter is now fully Peer Lead and co-produced and distributed via email and social media to all local communities and clients on our database.

Our project has built on our model of in-reach, access and engagement for communities that are often not able to access mental health and wellbeing support and often suffer alone in silence.

Our Voice – The Sakinah Project

The Sakinah Project, is designed by diverse Muslim women for diverse Muslim women and builds on our aim to deliver bespoke culturally safe and appropriate mental health services. We work closely with faith centres and educational institutions to set up and support safe spaces for women to learn, grow and access support as well as creating sustainable solutions within their community. This network of women, spans across Tower Hamlets, Newham, and Redbridge and in 2023/24 the network hosted a number of events in the community for International Women's Day and a co-produced women's retreat.

The project has worked with over 400 women to date, providing peer support groups and 1:1 support and has increased awareness of mental health in a community that faces lack of parity of access. The project was funded until November 2023 and we were delighted to secure further funding from the Tower Hamlet's Mayor's Fund from January 2024, to continue this work.

We worked with Flexible Films to produce a short film of the voices of women in the project, which has been shared across our borough and at the National Mind Conference.

Trustees' Annual Report

For the year ended 31 March 2024

We have trained 17 women who have accessed Sakinah as peer leaders. They are now having a wider impact on their community through setting up their own groups and support networks. Our aim is that this model of in-reach, access and engagement as a culturally competent and culturally safe service can be replicated for communities who are often not able to access mental health support.

New Horizons

Funding provided by City Bridge Trust has enabled MindTHNR to set up the New Horizons service. This service works with people struggling with their mental health and at risk of homelessness to develop a mechanism of peer support when they need it the most. Our work has supported over 100 Tower Hamlets residents who are or have experienced homelessness to develop a community of support.

Our 1:1 coaching model has successfully supported people to set their own goals and take steps to achieve them. The project has benefited the lives of clients by supporting many into education and employment opportunities, worked with the complexities of mental health and housing needs in the borough and supported clients to thrive despite the challenges of COVID-19 and the rising cost of living. This 3-year project ceased in January 2024.

Community Suicide Prevention Hub – Safe Connections

Our Safe Connections Community Hub provides a soft place to fall for people across North-East London (NEL) who are concerned about or struggling with thoughts and feelings of hopelessness and suicide.

The Hub has developed during the period of 2023/24 to deliver increased placed based support through reaching into communities and in the last quarter ending March 2024 ,161 people accessed the Hub for support and signposting. The service targets people who are not known to mental health services across the eight North East London boroughs and is a partnership with two other local Mind associations known as 'Mind in East London'. The service has grown, offering peer support groups and workshops for communities most at risk, working closely with the Safe Connections App to ensure the community have access to the right support at the right time. From February 2024, the project is developing two support pathways:

- An urgent care Pathway working within Whipps Cross Emergency Department
- A community pathway – supporting and empowering groups and building peer leadership.

Newham Bereavement Service

The Newham Bereavement Service provides early bereavement counselling, complex bereavement counselling, bereavement support for people with learning disabilities and autism, drop-in peer support groups and group therapy. The service is accredited by the British Association for Counselling and Psychotherapy (BACP) and is delivered by paid and volunteer counsellors. In 2023/24 this service supported 446 people to cope with grief and loss by providing 1216 one-to-one counselling sessions and 55 group counselling sessions.

Redbridge Peer Support

Our Redbridge Peer Support Service has been delivering peer support for people accessing NELFT mental health services, within Redbridge for the past three years. Our peer support workers, a key component of the mental health transformation programme, are working in an integrated way within the neighbourhood teams to provide a recovery focused support service for people experiencing common and severe mental health issues.

Our work here involves:

- Delivering both case management i.e., one-to-one and community led groups.
- Offering practical support alongside more intensive psycho-social support and key-working for clients and carers.
- Supporting the development of peer-led activities and groups championing social inclusion and recovery.

Our growing partnership with NELFT in Redbridge has resulted in the establishment of an additional role in the borough, the rapid peer support worker which is funded by the Health Technology Assessment grant provided by the National Institute of Health Research (NIHR) for 12 months. The project involves examining digital interventions for suicide in those experiencing a mental health crisis (the RAPID study) and started in April 2022.

Community Projects

Tower Hamlets Community Connectors

Our Community Connectors work as part of the Wapping Community Mental Health Team (CMHT) in Stepney and Wapping. This is a multi-disciplinary team of health care professionals that includes social workers, nurses, GPs, employment advisors, psychiatrists, and social prescribers. The role of Community Connectors is to help people with serious mental health issues to be able to thrive by facilitating quick and easy access to appropriate support.

In partnership with their multi-disciplinary team, Community Connectors offer help to:

- Identify support needs.
- Receive a multi-disciplinary team care plan.
- Reduce social isolation.
- Access benefits and housing advice
- Receive emotional support.
- Access employment support.

In total the service supported 133 clients delivering 280 sessions for the period April 2023- March 2024

Older Adults Community Connectors

We are also piloting new ways of support with the Older Adults CMHT to deliver and develop an integrated way of working with people over 65. We are doing this by increasing access to support through our older adult's connector worker, as we know that older adults with mental health are at higher risk of isolation, loneliness, and poor physical health in later life. In its first year we support 46 older adults totalling 147 one to one support sessions.

Newham Community Connectors

The Newham Community Connector program is an innovative partnership with Community Links, Aston Mansfield, and East London NHS Foundation Trust. Our team of connector workers provides support which goes beyond health goals to life goals, delivering support, which is closer to home, connecting people to each other and their communities.

Our connectors work as part of a multi-disciplinary teams creating pathways of support for service users and are the 'glue,' linking service users in with experts and local assets, as well as supporting work in partnership with external stakeholders to complement interventions.

Advocacy Services

The advocacy service supports and safeguards individuals in our local communities, mental health units, care homes and hospital settings, by informing them of and supporting them to secure their rights. The service empowers clients to be able to make informed decisions with regards to their care and treatment by advising them of options available to them, so they can obtain additional support from provisions they would like to access.

Our services include:

- a. Independent Mental Health Advocacy Service in Tower Hamlets
- b. The Newham Adolescent Advocacy Service
- c. The Newham NHS Complaints Advocacy Service
- d. The Havering Statutory Advocacy Service

The advocacy service has continued to build on our relationships with our local communities and stakeholders and engaged with the spiritual and pastoral care service to facilitate client support on the mental health unit. Additionally, we were successful in obtaining funding for the Independent Mental Health Service for a further 3 years.

The advocacy service supported over 1,185 individuals over the last year including 365 people detained under the Mental Health Act, 111 individuals receiving advocacy support under the Care Act, 395 requiring support under the Mental Capacity Act, with 120 young people receiving advocacy, as well as supporting 264 Newham residents to access the NHS complaints process.

Employment / Advice and Information

IPS Service

In partnership with ELFT we deliver the Individual Placement and Support (IPS) employment service in Newham. IPS is an evidence-based model that places people who receive support from statutory mental health services into paid employment in line with their career preferences. The service is integrated with the statutory mental health service with a manager and six employment specialists, each of whom are embedded in clinical community teams.

Tower Hamlets Talking Therapies Employment Service

The Tower Hamlets Talking Therapies Employment Service is commissioned by the Department of Work and Pensions and is subcontracted to MindTHNR by the East London Foundation Trust. This was the fourth year the service has been delivered by MindTHNR. We operate one of the largest teams of its kind in London and the only service of its kind that is accredited by the nationally recognised quality mark for Advice and Guidance service – The Matrix Standard. We offer clients accessing Talking Therapies an opportunity to improve their recovery by supporting them with employment difficulties through person centred one-to-one sessions. The service supports clients ranging from senior executives to first time job seekers and those who are long-term unemployed to find and retain work. In the last year we supported over 1171 unique clients and delivered over 4,538 one to one employment advice sessions.

Strategic Planning

MindTHNR operates within a five-year strategic plan that is drawn up with the involvement of staff, trustees, clients, and commissioners. We are coming to the end of our current strategic plan (2019-2024) and are about to start work on creating a new strategy.

Throughout the last 12 months we have hosted a range of strategic events with trustees, staff, and beneficiaries to ensure that our strategic plan is representative of the needs of our community and our strategic objectives.

We are focused on delivering services where we have the expertise and capabilities to benefit those with mental health issues in Tower Hamlets, Newham, Redbridge, and neighbouring boroughs. Our broad experience and record for delivering high quality services enables us to broaden our reach both geographically and through development of new services. This is often in collaboration with other delivery partners whose expertise and capabilities complement our own and we now have over 20 active partnerships. We will continue to develop peer led services, services which are co-produced and designed by and for people with mental health issues and embed co-production principles across all our work. We continue to prioritise services that focus on wellbeing, building resilience, promoting mental health recovery and work around health equity amongst marginalised communities. This has been aided through securing additional funding that supports inclusion and diversity programmes.

Strategic Objectives

Strategic Pillar 1- Our Services: Seamless Quality across the Board

We will deliver services of the highest quality and provide support to those that need us the most.

To achieve this, we:

- Maintain high-quality services across all our service areas.
- Expand the geographical reach of our current services where appropriate.
- Develop new and innovative services to meet the needs of our clients and new communities
- Be an influential leader in the Transformation of Mental Health Services across North East London.

- Support young people (14-25yrs) – with a focus on trauma and transition.
- We will fight for the mental health of people living in poverty.
- Improving health equity for people with mental health.
- We will continuously review our services and effectiveness.

Strategic Pillar 2 - Our Voice

We will champion an authentic voice in mental health conversations, actively working with people with lived experience to ensure that they have a voice, are listened to, and can influence their support provision.

To achieve this, we:

- Are becoming an Anti-racist and Anti-discrimination organisation.
- Embed co-production across all our work and services.
- Engage with local grassroots, faith and community services to ensure that no-one faces mental health alone.
- Targeted work to reduce stigma and discrimination faced by different communities.
- Develop our Peer Support and Peer Leadership models.

Strategic Pillar 3 - Our Community

We will nurture and expand our network through formal and informal partnerships and engagements with local organisations.

To achieve this, we:

- Increase the scope and effectiveness of our partnership working.
- Take a strong role in the development of Mind in London.
- Engage with a wider range of local organisations.
- Work collaboratively with corporate partners.

Strategic Pillar 4 - Our Capacity

We will grow our organisation sustainably to reach more people who need our help. We are an ambitious charity.

To achieve this, we:

- Maintain our financial health and diversity of income sources.
- Maximise staff wellbeing.
- Develop our digital capacity and strategy.
- Work with local organisations to raise awareness of mental health and workplace wellbeing.
- Improve our working environment.
- Be an employer of choice.
- Build our community activism and growth.

New Strategic Projects

Supported Self Help

Supported self-help is an early Tier 1 intervention service aimed at supporting people with low to moderate mental health needs. Individuals can refer themselves into the service or be referred into the service by a family member, their GP or their local Mind. We are also developing referral routes via Infoline and Mind Retail as part of the whole federation approach.

We are working in partnership with Mind in Waltham Forest, City and Hackney and Havering Mind to deliver this support intervention with a particular focus on Mind's three strategic priority audiences (young people, those experiencing poverty and those from racialised communities) as we know they are disproportionately affected.

Supported self-help can support adults over the age of 18 with eight possible pathways, including: depression and low mood; anxiety and panic attacks; stress and low self-esteem; grief and loss and managing anger.

Mayors Fund – Mindful Barista

We were delighted to receive three-year funding from the Mayor's Community Grants Programme to develop our Mindful Barista training Programme based within our Safe Space café at Open House. The aims of the programme are to increase access to steps towards employment, vocational training and employability for local community facing mental health issues including young people and those marginalised and racialised. Our team of trained Barista's offer training, experience, and work placements to support people to access employment.

MindTHNR have developed a Safe Space Café in our community hub in Tower Hamlets and deliver a Café 5 days per week with some access in the evenings for groups and activities. The Café is registered as a Café within the Local Authority and is inspected by the council in accordance with regulations for a Food Business Provider. After recruitment, onboarding and training of current team the Mindful Barista training programme went live in March 2024.

Mayors Fund – Our voices

We received support from the Mayors Fund to continue some elements of the Sakinah work we had been developing in Tower Hamlets previously. This funding enabled the successful recruitment of a Muslim female worker to begin to take forwards the aim of increasing access to mental health and wellbeing services for diverse Muslim women residing in Tower Hamlets. She is developing successful partnerships within the borough enabling several local community spaces to support Muslim women in feeling safe and able to talk openly on mental health thereby reducing the stigma related to mental health and wellbeing in diverse communities. We are delighted to see these groups grow in numbers and the ripple effect of women sharing by word of mouth their experiences of accessing this support with others, enabling more take up and attendance at these Our Voices groups.

Tower Hamlets Bereavement Service

Our Tower Hamlets Bereavement Service was commissioned by the East London NHS Foundation Trust in December 2023 to offer brief and bereavement counselling to residents of Tower Hamlets requiring support with coping with grief and loss. In its first quarter of delivery the service offered 278 one to one counselling sessions to 86 unique clients and continues to receive a high demand for the services it provides.

Langdon Academy Schools Counselling Service

We are delighted to be working in partnership with Langdon Academy to deliver a specialist counselling service to young people in the academy. This new service was launched in January 2024 and in its first quarter of delivery has offered 140 one to one counselling sessions to 55 young people.

Volunteers

We work with a large number of volunteers and are incredibly grateful for the time they give. In 2023/24 we began our journey to become an accredited Investors in Volunteers employer – a nationally recognised quality mark for those employing volunteers.

We encourage people with lived experience of mental health to volunteer. This opportunity can support clients with their recovery as well as enabling them to regain confidence and skills that enable them to get back into employment. We can work with between 12-15 volunteers with lived experience at any one time. These volunteers may support the design, development and delivery of groups and activities, plan support services with staff and facilitate service user led groups and peer support groups.

Our counselling services model includes volunteer counsellors on placement as well as paid clinical counsellors. This service works with approximately 40 volunteer counsellors on placement, each providing four hours of counselling per week. This represents approximately 8,000 hours of volunteer support which is equivalent to over 6 full time equivalent staff.

Safeguarding

We believe that:

- a) No one should ever experience abuse or harm of any kind
- b) We have a responsibility to promote the welfare and best interests of all people to keep them safe and to carry out our work in ways that protect them.

We are committed to

- a) Protecting all service users, including children and young people, who are offered or receive MindTHNR services, from any type of abuse or harm. This includes the children and families of adults who use our services or any vulnerable adult, child or young person who comes to our notice in the course of our work;

- b) Protecting anyone working for or on behalf of MindTHNR, whether they are staff or volunteers, from any type of abuse or harm; Ensuring that all our activity is undertaken within the overarching principles that guide our approach to safeguarding and that those working for MindTHNR undergo appropriate checks and continually uphold our commitments to safeguarding.

Over the last year we undertook a Safeguarding Rapid review and have created a safeguarding action plan, to ensure that our practice is continually improving. One of our key actions for the following year will be to establish a Safeguarding Operational Group which will be chaired by the CEO. The Safeguarding Operational Group will bring together operational experience, sharing good practice as well as co-ordinating and reviewing internal safeguarding case audits.

Financial Review

In the financial year to 31 March 2024, Mind in Tower Hamlets, Newham, and Redbridge had a total income of £3,656,443 (2023: £3,305,278), representing a 11% increase in income. Total expenditure was £3,503,004 (2023: £3,381,870), an increase of 4%. This resulted in an operating surplus for the year of £153,439 (2023: deficit of £76,592).

Our unrestricted funds have increased by £175,461 to £726,896 (2023: £551,435). We have designated reserves of £199,171 (2023: £238,385) including £74,171 (2023: £113,385) to cover the depreciation of our fixed assets and £125,000 (2023: £125,000) of allowances for potential costs identified. This leaves general unrestricted funds at £527,725 (2023: £313,050).

We remain vigilant about the organisation's expenditure and running costs to ensure that we can deliver our services in a financially viable manner, whilst continuing to grow unrestricted funds. Both our strategic plan and our operational business plan are ambitious about delivering an expanding range of high-quality services to our clients.

We are committed to continually reviewing and improving our financial policies, procedures and accounting systems and are confident that the information within the system is accurate and transparent and therefore provides management, Trustees, and stakeholders with a clear view of our financial position and performance.

Going Concern

The Trustees regularly review operational budgets and cash flow projections alongside operational and financial risks in order to ensure that the charity remains financially robust and to assess the charity's ability to meet its liabilities as they fall due and to continue to trade as a going concern. The charity benefits from good visibility of contracted income for the large majority of the services it provides which assists this exercise.

The most significant challenge to the financial sustainability and performance of the charity is the impact of elevated inflation levels which translates to higher operating costs, particularly employment costs, which is MindTHNR's largest area of expenditure. The leadership team and Trustees are managing the exposure to this risk by seeking commensurate increases in income levels for each service as well as maintaining tight cost control.

A review of these cash flow projections by the Trustees and assessment of financial and operating risks of the charity once again supports the preparation of these accounts on a going concern basis. Additional detail of the reserves position in the context of the reserves policy is provided below.

We remain committed to reviewing our strategy and operational planning to enable us to develop new services with a firm funding base whilst continuing to control our operating costs. Mind in Tower Hamlets, Newham and Redbridge has seen significant growth in the recent years and is operating with a solid foundation of secured funding. Trustees are committed to continuing to develop the service and to ensure that the organisation offers services that are of a high quality and offer added value to our clients. Trustees are aware of their need to maintain a close review of income and expenditure as well as have strong strategic plans for the future.

Further assessment of the charity's going concern position in note 1d).

Reserves Policy

Mind in Tower Hamlets, Newham and Redbridge is acutely aware of the need to sustain its viability in the medium to long term.

The Trustees consider it prudent to maintain an unrestricted level of reserves which will enable it to fulfil its contractual obligations. In accordance with the charity's Reserves Policy, the Trustees are committed to building sufficient unrestricted reserves to cover a 25% fall in the contribution of contracted income to central operating costs for a period of two years, plus an allowance for any other unforeseen expenditure required to maintain MindTHNR's operations (e.g., uninsured repairs and maintenance work to the buildings operated by MindTHNR).

Based on the budget for 2024/25 the Trustees have calculated a reserves target (as described above) of £241k to cover 25% shortfall in central costs of c. £482k pa for two years plus £50,000 being the Trustees' assessment of a reasonable allowance for other unforeseen expenditure – totalling £532k.

We designated reserves of £125k relating to identified potential additional expenditure to the Charity in the future. These are added back in the calculation of the reserves for comparison with the reserves target.

As explained above, our unrestricted funds would be £652,725 (2023: £444,207). This is equivalent to 122% of target reserves as defined above (2023: 90% of target reserves)

Principal Risks and Uncertainties

MindTHNR risk management approach is not designed to eliminate risk entirely but provides a framework within which risks and opportunities are identified, prioritised and managed in accordance with the organisation's policies and procedures. This is to ensure that we maintain a high-quality service to clients while allowing the flexibility required to adapt to the nature of our work supporting people affected by mental health.

We review organisational risks in a structured way to ensure that we identify risks and take action to eliminate or mitigate the impact of risks that the charity is exposed to. This approach is focused on our comprehensive risk register which reviewed and update on a quarterly basis, first by the senior management team and then by the Finance Sub-committee and the HR and Governance Sub-committee before a final review and ratification by the Board of Trustees.

This review includes the following key steps:

- Checking for completeness of the risks included on the risk register to ensure that all relevant risks are captured.
- Recording the impacts of the risk on the charity and the mitigations already in place to address the risks.
- Scoring all risks based on likelihood of the impacts of the risk being realised, and the severity of those impacts, considering the mitigants in place.
- Determining whether further mitigating actions are required to limit the potential impacts of the risk on the charity to ensure that the charity remains resilient.

The key risks which the charity has been actively managing through this process during the period are:

RISK	MANAGEMENT
Governance Risk	<ul style="list-style-type: none"> ● An independent Board of Trustees with a wide range of skills and experience ● A well-documented governance structure and reporting lines with oversight from specialist committees and panels including Finance, & Risk Committee and a HR, Governance & safeguarding Committee. ● Guidance against the Charity Governance Code ● Audit from National Mind every five years ● Mind Quality Mark assessment review
Finance Risk	<ul style="list-style-type: none"> ● We are recruiting a Business Development manager to support with unrestricted income ● Regular review of financial performance, projections, and financial controls by the leadership team and the Finance & Risk Committee, with ongoing reporting to the Board, through the Annual budgeting and forecasting processes

	<ul style="list-style-type: none"> • Robust financial modelling of income, costs, margins, reserves, cash balances and cash flow • Delegated authority process, ensuring trustee and leadership • review of significant income and expenditure
Safeguarding	<ul style="list-style-type: none"> • Governance, HR and Safeguarding subcommittee in place • A safeguarding rapid review undertaken in April 24 and safeguarding action plan in place • Review of internal and external safeguarding measures and safeguarding policy to ensure ongoing compliance with best practice
Staffing Risks	<ul style="list-style-type: none"> • Training programme in place with comprehensive eLearning catalogue and development plans for all employees • Support and supervision in place • Clinical supervision and reflective practice in place • Staff engagement surveys with follow up action plans to be put in place
Fraud and Regulatory risk	<ul style="list-style-type: none"> • Senior level engagement in policy setting and ongoing improvements to performance management and reporting • Leads in place for safeguarding, health and safety, data protection, information security, and quality and performance • Review of, and investment in IT systems and information reporting • Delegated authority in place to ensure appropriate level of review/ approval of financial transactions and commitments

Structure, Governance and Management

Governing Document

Mind in Tower Hamlets, Newham, and Redbridge (“MindTHNR”) (the word ‘Limited’ being omitted by licence from the Department of Trade) is incorporated as a company limited by guarantee and not having a capital divided by shares.

The organisation is a charitable company limited by guarantee, incorporated on 6 September 1991, and registered as a charity on 6 March 1992. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. These articles were amended in March 2023 following a legal name change in February 2023.

Good governance

We comply with the Charity Governance Code in all material aspects and overall, the Trustees are satisfied that the governance standards of the charity are appropriate for its scale, complexity, and charitable purposes, but identified several areas where enhancements to the governance approach would benefit the operation of the charity. An action plan is now in place to address these points, consistent with the Trustees' commitment to continuous improvement of governance standards guided by the Charity Governance Code and other standards and requirements, including those of the Charity Commission.

Recruitment and appointment of Trustees

The approach to recruitment and appointment of Trustees is set out in our Articles of Association. We use the Diversifying Group ([Diversifying Group – Diversity & Inclusion Services | Diversifying Group](#)) to recruit Trustees to support us to ensure that we have trustees that reflect the diverse communities that we serve.

The honorary officers: The Chair, Vice-Chair, and the Treasurer, as well as other Trustees, are elected at the Annual General Meeting by the members of MindTHNR. The recruitment process is set out in our Trustee recruitment policy and includes the stages listed below:

- Skill and Equality, Diversity, and Inclusion (EDI) monitoring audit
- Role description
- Identifying potential Trustees
- Selection process
- Induction

We have a HR and Governance Sub-Committee to support the development of our organisation and our governance. The Terms of Reference was reviewed and approved in 2023. This committee continues to grow in strength and meets four times a year.

The Board of Trustees has the power to appoint additional Trustees as it considers fit to do so. The Trustee skills audit and EDI monitoring data provides insight to board requirements in the recruitment of future Trustees to ensure that the required skills, diversity, experience, and expertise are in place amongst Board membership. This year it was identified that a further 5 trustees were needed and given the numbers that this work would be undertaken by a specialist agency to recruit trustees with the right skills, knowledge and experience needed and able to succeed into key officer roles.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Trustees' Annual Report

For the year ended 31 March 2024

Trustee Induction and Training

The induction and training of Trustees is set out in the charity's Trustee Recruitment Policy. All Trustees are provided with an induction pack and have a one-to-one induction meeting with the HR and Governance Director and Senior Leadership Team. Last year we nominated a Trustee Induction Lead and Buddying arrangements to support new trustees joining the Board and settlement in role. All potential Trustees attend a number of Board meetings before being elected to the Board.

As part of their induction new Trustees are encouraged to visit the organisation's projects and to meet the CEO, senior management, and staff. As part of the skills audit, the training needs of new Trustees are built into a training programme. The Chair or other nominated Trustee monitors the progression of new Trustees, to ensure that they:

1. Are fully aware of their role and responsibilities.
2. Are informed about the organisation to meaningfully input into discussion.
3. Identify and address training needs.

All Trustees are informed of external training opportunities during the year. Charity Commission updates and news are also provided to them. All Trustees are also invited to register onto Connecting Minds Trustee Newsletter and subscribed to Civil Society News to receive regular circulation of their monthly bulletin. All Trustees are required to become members of either the FSC or HRGSC Committees.

Related Parties and Relationships with Other Organisations

MindTHNR has a number of strong relationships with various organisations. Those considered as related parties are:

- Safer Community Connections
- Mind City Hackney and Waltham Forest
- Mind Havering, Barking and Dagenham
- NELFT
- ELFT
- NEL Suicide Prevention Group
- Mental Health Alliance
- Tower Hamlets Talking Therapies
- Compass Wellbeing
- Newham Healthwatch

MindTHNR is affiliated to National Mind. There were no related party transactions during the year.

Remuneration Policy for Key Management Personnel

We look to ensure that salaries for all posts are banded within a range commensurate with the job role. The remuneration of senior staff is reviewed annually and monitored against average earnings in the sector for similar roles.

Salaries for new roles are benchmarked using a consistent job evaluation approach with existing roles. We are a London Living Wage employer.

The CEO's performance appraisal and remuneration review is managed by the Board which makes recommendations on setting the salary of the CEO to the Board for approval.

Statement about Fundraising Practice

Mind in Tower Hamlets, Newham and Redbridge have not undertaken any fundraising in 2023-2024, however we are recruiting for a business development post which, who will work alongside our strategic and operational plan and contribute to diversifying our income and expanding our areas of benefit.

Diversification of Income

To meet the objectives of our strategic plan, we are committed to diversifying our income streams, scoping, and taking advantage of alternative sources of funding so that we can continue to maintain quality services for our clients and continue to generate services that our clients are telling us they want and need. To do this, we:

- Explore non-statutory funding opportunities.
- Increase our local fundraising activities to raise income such as sponsorships and events.
- Secure new contract funding where appropriate.
- Develop significant partnerships to build on our successful tendering.
- Raise the profile of the organisation via social networking.

Ethical Fundraising

We are committed to ethical fundraising, ensuring that we do not accept donations or support from companies who are in direct conflict with our aims. We have an Ethical Fundraising Policy that will support this strategy and be embedded into any fundraising activities. Our approach to fundraising is to use internal staff and volunteers where appropriate. We do not use external fundraisers currently but would consider this where they have additional expertise and can carry out fundraising work more cost-effectively. We are members of the Fundraising Regulator and comply with their code of fundraising practice. We have not received any complaints about fundraising during the year.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of Mind in Tower Hamlets, Newham, and Redbridge for the purposes of company law) are responsible for preparing the Trustees' annual 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Review 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 charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2024 was 14 (2023: 15). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Trustees' Annual Report

For the year ended 31 March 2024

Trustees' expenses

There was no trustees' remuneration or other benefits for the year ended 31 March 2024

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Trustees' annual report has been approved by the Trustees on 30 October 2024 and signed on their behalf by

Grant Martin
Chair

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Opinion

We have audited the financial statements of Mind in Tower Hamlets, Newham, and Redbridge (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, 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 of 31 March 2024 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.
- 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 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 enough 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 Mind in Tower Hamlets, Newham, and Redbridge'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.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

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

Matters on which we are required to report by exception.

In the light of the 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' annual 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' annual report and from the requirement to prepare a strategic report.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, 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 based on 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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance sub-committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 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 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 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.

Joanna Pittman (Senior statutory auditor)

Date: 11 November 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Mind In Tower Hamlets, Newham and Redbridge

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations and legacies	2	34,199	-	34,199	12,683	-	12,683
Charitable activities							
Support Services	3a	1,604,883	208,496	1,813,379	1,604,547	159,569	1,764,116
Community Projects	3b	-	413,265	413,265	-	181,167	181,167
Advocacy Projects	3c	470,165	-	470,165	470,685	-	470,685
Employment, advice & information	3d	864,113	13,480	877,593	801,507	34,475	835,982
Investment income		25,393	-	25,393	3,634	-	3,634
Other income		22,449	-	22,449	37,011	-	37,011
Total income		3,021,202	635,241	3,656,443	2,930,067	375,211	3,305,278
Expenditure on:							
Charitable activities							
Support Services	4	1,530,323	240,045	1,770,368	1,716,492	189,399	1,905,891
Community Projects	4	-	401,147	401,147	-	167,176	167,176
Advocacy Projects	4	600,361	-	600,361	577,547	-	577,547
Employment, advice & information	4	715,058	16,071	731,129	690,597	40,659	731,256
Total expenditure		2,845,741	657,263	3,503,004	2,984,636	397,234	3,381,870
Net income / (expenditure) for the year	5	175,461	(22,022)	153,439	(54,569)	(22,023)	(76,592)
Net income / (expenditure) before other recognised gains and losses		175,461	(22,022)	153,439	(54,569)	(22,023)	(76,592)
Pension adjustment		-	-	-	-	-	-
Net movement in funds		175,461	(22,022)	153,439	(54,569)	(22,023)	(76,592)
Reconciliation of funds:							
Total funds brought forward		551,435	210,954	762,389	606,004	232,977	838,981
Total funds carried forward	17	726,896	188,931	915,827	551,435	210,954	762,389

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Mind In Tower Hamlets, Newham and Redbridge

Balance sheet

Company no. 2643905

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	10		263,102		324,339
			263,102		324,339
Current assets:					
Debtors	11	109,927		67,914	
Cash at bank and in hand		889,208		698,363	
		999,135		766,277	
Liabilities:					
Creditors: amounts falling due within one year	12	(346,411)		(322,070)	
Net current assets			652,724		444,207
Total assets less current liabilities			915,826		768,546
Creditors: amounts falling due after one year	14		-		(6,157)
Total net assets	16		915,827		762,389
The funds of the charity:					
Restricted income funds	17		188,931		210,954
Unrestricted income funds:					
Designated funds		199,171		238,385	
General funds					
Excluding long term pension liability		527,725		319,207	
Long term pension liability		-		(6,157)	
General funds including long term pension liability		527,725		313,050	
Total unrestricted funds			726,896	175,461	551,435
Total charity funds			915,827		762,389

Approved by the trustees on 30 October 2024 and signed on their behalf by

Grant Martin
Chair

Dimitrios Goumenos
Treasurer

Mind In Tower Hamlets, Newham and Redbridge

Statement of cash flows

For the year ended 31 March 2024

Reconciliation of net expenditure to net cash flow from operating activities

	2024 £	2023 £
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	153,439	(76,592)
Depreciation charges	62,977	73,772
Dividends, interest and rent from investments	(25,393)	(3,634)
Decrease/(increase) in debtors	(42,013)	339,301
(Decrease)/increase in creditors	18,184	(4,718)
Gains from pension valuation	-	-
Net cash generated from / (used in) operating activities	167,194	328,129

	Note	2024 £	£	2023 £	£
Cash flows from operating activities					
Net cashflow generated from/(used in) operating activities		167,194		328,129	
Cash flows from investing activities:					
Dividends, interest and rents from investments		25,393		3,634	
Purchase of fixed assets		(1,740)		(16,850)	
Net cash used in investing activities		23,653		(13,216)	
Change in cash and cash equivalents in the year		190,847		314,915	
Cash and cash equivalents at the beginning of the year		698,363		383,448	
Cash and cash equivalents at the end of the year		889,208		698,363	

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies

a) Statutory information

Mind in Tower Hamlets, Newham and Redbridge is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Open House, 13 Whitehorn Street, London, E3 4DA.

b) Basis of preparation

The financial statements have been prepared in accordance with 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)– (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees, with the support from management, have worked on new service developments to sustain the charity for the future and build up reserves. This has resulted in the charity realising a surplus this year. The trustees acknowledge that the restructuring led by new leadership introduces risks, but the current level of reserves at >122% of target reserves ensures resilience during the restructuring period. The trustees remain focused on maintaining the medium term financial sustainability of the charity, including through ensuring that operating costs remain within budget limits.

The trustees review the budgets, forecasts, cash flow projections and risk associated with forecast income streams while considering the going concern assumption. Following this review, and noting that the charity does not have any financial borrowings, the trustees consider that there are no other material uncertainties about the charity's ability to continue as a going concern.

e) Income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with SORP & FRS 102. All incoming resources are included in the Statement of Financial Activities when there is entitlement to receive them, it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received or the Charity is entitled to the income. Any donations tied to a particular purpose are credited to restricted reserves.

Income from revenue grants and other grants are credited to the Statement of Financial Activities when received or receivable. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the Charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met, is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contractual income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Gifts and services in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In the case of donated fixed assets, a designated fund is created reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

The value of services provided by general volunteers has not been included in the Statement of Financial Activities.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted general funds are donations and other incoming resources received or generated for the charitable purposes. The General fund has to provide for the net deficit of any activities that have inadequate income of their own and for the central operating costs of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered as Mind In Tower Hamlets and Newham is not currently VAT registered. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs associated with delivering the main objectives of the charity and include both the direct cost and support cost relating to these activities.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of the total direct project's cost.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|---------------------------|-------------|
| ● Long leasehold premises | 45 years |
| ● Fixtures & equipment | 25% on cost |
| ● Computer equipment | 25% on cost |

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates two pension schemes, the first being a multi – employer pension scheme on behalf of its staff. It is not possible to separately identify the assets and liabilities of participating employers on a consistent and reasonable basis.

The charity has recognised its committed liability for past service deficits for this scheme and these are noted as a liability on the balance sheet and as a long term pension liability reserve. This scheme is now closed to new members.

The second is a defined contribution scheme with Aviva, where the charity has no liability other than to pay the defined contributions as they fall due.

Notes to the financial statements

For the year ended 31 March 2024

2 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Donations and fundraising	34,129	-	34,129	12,608	-	12,608
Membership subscriptions	70	-	70	75	-	75
Total Income from donations and legacies	34,199	-	34,199	12,683	-	12,683

3 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Pears Fund	-	-	-	-	36,322	36,322
Clare House	-	-	-	5,475	-	5,475
Supported Self Help	12,739	-	12,739	-	-	-
Maximus Coping with Life	7,200	-	7,200	-	-	-
Mind EDI	-	40,000	40,000	-	-	-
One Place East	-	-	-	-	18,995	18,995
Young Minds Redbridge	-	30,396	30,396	-	-	-
Garfield Weston	18,750	-	18,750	-	-	-
Suicide Hub	207,240	-	207,240	170,369	-	170,369
STR Workers	-	-	-	45,746	-	45,746
Redbridge Peer Support Workers	182,120	-	182,120	177,837	-	177,837
Workplace Wellbeing	-	-	-	23,219	-	23,219
Transition project (day care closure)	-	-	-	8,521	-	8,521
London Borough of Newham – Counselling Newham	-	-	-	9,044	-	9,044
Tower Hamlets Talking Therapies	-	-	-	49,388	-	49,388
London Borough of Tower Hamlets – Connecting Communities	665,425	-	665,425	608,821	-	608,821
New Horizon – City Bridge	-	33,456	33,456	-	34,933	34,933
Mums Matter	-	-	-	-	4,999	4,999
Newham Bereavement Service	116,221	-	116,221	135,000	-	135,000
CAF Our voices	-	32,982	32,982	-	33,333	33,333
Rapid study with Mind	-	37,869	37,869	-	30,987	30,987
ELFT Talking Therapies (NTT and THTT)	314,957	-	314,957	347,344	-	347,344
Redbridge Older People Talking Therapies	-	8,543	8,543	-	-	-
Langdon School Counselling	39,836	-	39,836	-	-	-
TH Bereavement Service	30,667	-	30,667	-	-	-
TT Equity Fund	9,728	-	9,728	-	-	-
Mayors Fund – Barista	-	8,333	8,333	-	-	-
Mayors fund – Our voices	-	10,417	10,417	-	-	-
Sports England	-	6,500	6,500	-	-	-
Other income from support services projects	-	-	-	23,783	-	23,783
a) Sub-total for support services	1,604,883	208,496	1,813,379	1,604,547	159,569	1,764,116
Big Lottery – LEAP	-	-	-	-	29,009	29,009
Discovery College	-	146,940	146,940	-	-	-
Older Adult Community Connector	-	45,389	45,389	-	-	-
Tower Hamlets Community Connectors	-	82,947	82,947	-	38,866	38,866
Newham Community Connectors	-	137,989	137,989	-	113,292	113,292
b) Sub-total for Community Projects	-	413,265	413,265	-	181,167	181,167
East London Foundation Trust – Adolescent Advocacy	38,693	-	38,693	34,642	-	34,642
London Borough of Tower Hamlets – IMHA	241,499	-	241,499	216,812	-	216,812
London Borough of Havering – Havering Advocacy	148,973	-	148,973	149,059	-	149,059
Community Barnet – Complaints Advocacy	41,000	-	41,000	41,000	-	41,000
Redbridge Advocacy (Sunflower Court)	-	-	-	29,172	-	29,172
c) Sub-total for advocacy projects	470,165	-	470,165	470,685	-	470,685
London Borough of Tower Hamlets – Upskill	-	13,480	13,480	-	34,475	34,475
NHS Newham CCG – IPS Newham NHS England	249,057	-	249,057	292,507	-	292,507
East London NHS Foundation – IAPT Employment	615,056	-	615,056	509,000	-	509,000
d) Sub-total for Employment, advice and information	864,113	13,480	877,593	801,507	34,475	835,982
Total income from charitable activities	2,939,161	635,241	3,574,402	2,876,739	375,211	3,251,950

4a Analysis of expenditure (current year)

	Charitable activities				Support costs £	Governance costs £	2024 Total £	2023 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £				
Staff costs (Note 6)	1,195,911	248,332	405,152	546,518	337,498	–	2,733,411	2,662,395
Direct costs	146,323	57,582	12,535	17,880	36,399	–	270,719	287,851
Premises costs	8,500	8,155	167	2,000	37,698	–	56,520	44,214
Office and supplies costs	22,276	–	5,911	6,023	238,097	–	272,307	254,436
Depreciation	–	–	–	–	62,977	–	62,977	73,772
Consultancy	13,060	–	46,274	–	28,080	–	87,414	42,218
Audit remuneration	–	–	–	–	–	19,656	19,656	13,464
Governance cost	–	–	–	–	–	–	–	3,520
	1,386,070	314,069	470,039	572,421	740,749	19,656	3,503,004	3,381,870
Support costs	374,364	84,827	126,953	154,605	(740,749)	–	–	–
Governance costs	9,934	2,251	3,369	4,102	–	(19,656)	–	–
Total expenditure 2024	1,770,368	401,147	600,361	731,129	–	–	3,503,004	–
Total expenditure 2023	1,905,891	167,176	577,547	731,256	–	–		3,381,870

4b Analysis of expenditure (previous year)

	Charitable activities				Support costs £	Governance costs £	2023 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £			
Staff costs (Note 6)	1,265,731	122,877	418,972	552,705	302,110	-	2,662,395
Direct costs	204,648	7,335	39,165	13,614	23,089	-	287,851
Premises costs	1,000	2,000	2,000	250	38,964	-	44,214
Office and supplies costs	37,433	1,564	2,021	18,588	194,830	-	254,436
Depreciation	-	-	-	-	73,772	-	73,772
Consultancy	16,298	-	-	-	25,920	-	42,218
Audit remuneration	-	-	-	-	-	13,464	13,464
Governance cost	-	-	-	-	-	3,520	3,520
	1,525,110	133,776	462,158	585,157	658,685	16,984	3,381,870
Support costs	371,209	32,561	112,489	142,426	(658,685)	-	-
Governance costs	9,572	840	2,900	3,672	-	(16,984)	-
Total expenditure 2023	1,905,891	167,176	577,547	731,256	-	-	3,381,870

Notes to the financial statements

For the year ended 31 March 2024

5 Net expenditure for the year

This is stated after charging:

	2024 £	2023 £
Depreciation	62,977	73,772
Operating lease rentals:		
Photocopier	-	2,161
Auditor's remuneration (excluding VAT):		
Other Services	3,400	-
Audit	12,000	10,200
	<u>12,000</u>	<u>10,200</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	2,416,566	2,342,571
Social security costs, ER NIC	227,504	226,301
Employer's contribution to pension schemes	89,341	93,523
	<u>2,733,411</u>	<u>2,662,395</u>

1 employee earned (excluding employer national insurance and employer pension) between £80,000 and £90,000 during the year (2022: 1 between £70,000–£80,000).

The total employee remuneration including pension contributions and national insurance of the key management personnel was £284,715 (2023: £266,251).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

No trustee expenses paid or reimbursed in the year (2023: £55).

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 No.	2023 No.
Support Services	33	46
Community Projects	9	5
Advocacy Projects	11	12
Employment, advice & information	17	16
Support	11	7
Governance	1	1
	<u>82</u>	<u>87</u>

8 Related party transactions

There are no related party transactions to disclose (2023: none) other than those already disclosed in note 6. There were Trustee donations of £716 (2023: £1076), these were paid without conditions.

Notes to the financial statements

For the year ended 31 March 2024

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Long leasehold premises £	Fixtures and equipment £	Computer equipment £	Total £
Cost				
At the start of the year	895,202	185,711	86,252	1,167,163
Additions in the year	-	1,740	-	1,740
Disposals in the year		(700)	(10,800)	(11,500)
At the end of the year	895,202	186,751	75,452	1,157,405
Depreciation				
At the start of the year	646,096	112,177	84,553	842,826
Charge for the year	43,286	19,238	453	62,977
Eliminated on disposal	-	(700)	(10,800)	(11,500)
At the end of the year	689,382	130,715	74,206	894,303
Net book value				
At the end of the year	205,820	56,036	1,246	263,102
At the start of the year	249,106	73,534	1,699	324,339

All of the above assets are used for charitable purposes.

11 Debtors

	2024 £	2023 £
Trade debtors and accrued income	79,723	45,795
Prepayments	30,204	22,119
	109,927	67,914

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors and Natwest Credit Card	63,086	27,579
Taxation and social security	56,907	51,378
Pension contributions creditor	412	691
Defined benefit pension liability (note 15)	6,157	7,389
Accruals	51,822	17,864
Deferred income (note 13)	168,027	217,169
	346,411	322,070

Notes to the financial statements

For the year ended 31 March 2024

13 Deferred income

Deferred income totalling £191,234 represents funding received prior to the financial year end relating to services to be delivered in the period commencing 1 April 2024 from Young Minds Redbridge £19,174 / TH Bereevement Serv £9,892 / Redbridge Peer Support £15,177 / Discovery College £76,599 / TH Connectors £15,826 / Newham Connectors £23,065 / Sports England £6,300

	2024 £	2023 £
Balance at the beginning of the year	217,169	177,899
Amount released to income in the year	(217,169)	(177,899)
Amount deferred in the year	168,027	217,169
Balance at the end of the year	<u>168,027</u>	<u>217,169</u>

14 Creditors: amounts falling due after one year

	2024 £	2023 £
Defined benefit pension liability	-	6,157
	<u>-</u>	<u>6,157</u>

The Pensions Trust advised in the last triennial valuation that MITHN are required to make annual contributions of £7,389 from April 2022 with further payments set out in note 15 until August 2025, giving MITHN a total liability of £6,040 (2023: £12,929).

15 Pension schemes

SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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 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.

Notes to the financial statements

For the year ended 31 March 2024

15 Pension schemes (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:		£3,312,000 per annum	Payable monthly
---------------------------------------	--	-------------------------	-----------------

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:		£11,243,000 per annum	(payable monthly and increasing by 3% each year on 1st April)
---	--	--------------------------	--

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31-Mar-24	31-Mar-23	31-Mar-22
	(£s)	(£s)	(£s)
Present value of provision (discounted)	6,040	12,929	20,281

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2024	Period Ending 31 March 2023
	(£s)	31-Mar-23
Provision at start of period	12,929	20,281
Unwinding of the discount factor (interest expense)	496	382
Deficit contribution paid	(7,389)	(7,389)
Remeasurements – impact of any change in assumptions	4	(345)
Remeasurements – amendments to the contribution schedule	–	–
Provision at end of period	6,040	12,929

15 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2023	Period Ending 31 March 2023
	(£s)	(£s)
Interest expense	496	382
Remeasurements – impact of any change in assumptions	4	(345)
Remeasurements – amendments to the contribution schedule	–	(60,012)
Contributions paid in respect of future service*	–	–
Costs recognised in income and expenditure account	–	–
	<u>496</u>	<u>(60,012)</u>

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31-Mar-24 % per annum	31-Mar-23 % per annum	31-Mar-22 % per annum
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions – The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31-Mar-24 (£s)	31-Mar-23 (£s)	31-Mar-22 (£s)
Year 1	6,157	7,389	7,389
Year 2	–	6,157	7,389
Year 3	–	–	6,157
Year 4	–	–	–
Year 5	–	–	–
	<u>6,157</u>	<u>13,546</u>	<u>20,935</u>

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	74,171	188,931	263,102
Net current assets	527,724	125,000	-	652,724
Long term liabilities	-	-	-	-
Net Assets at 31 March 2024	527,724	199,171	188,931	915,827

16b Analysis of net assets between funds (prior year restated)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	113,385	210,954	324,339
Net current assets	319,207	125,000	-	444,207
Long term liabilities	(6,157)	-	-	(6,157)
Net Assets at 31 March 2023	313,050	238,385	210,954	762,389

Notes to the financial statements

For the year ended 31 March 2024

17a Movements in funds (current year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 March 2024 £
Restricted funds:					
EDI		40,000	(40,000)	-	-
Young Minds Redbridge		30,396	(30,396)	-	-
New Horizon – City Bridge		33,456	(33,456)	-	-
CAF Our voices		32,982	(32,982)	-	-
Rapid study with Mind		37,869	(37,869)	-	-
Redbridge Older People Talking Therapies		8,543	(8,543)	-	-
Mayors Fund – Barista		8,333	(8,333)	-	-
Mayors fund – Our voices		10,417	(10,417)	-	-
Sports England		6,500	(6,500)	-	-
LBTH – Upskills	-	13,480	(13,480)	-	-
Discovery College		146,940	(146,940)	-	-
Older Adult Community Connector		45,389	(45,389)	-	-
Tower Hamlets Community Connectors		82,947	(82,947)	-	-
Newham Community Connectors		137,989	(137,989)	-	-
Building fund	210,954	-	(43,286)	21,263	188,931
Total restricted funds	210,954	635,241	(678,527)	21,263	188,931
Unrestricted funds:					
Designated funds:					
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support costs	15,000	-	-	-	15,000
Employment costs	55,000	-	-	-	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	113,385	1,740	(19,691)	(21,263)	74,171
Total designated funds	238,385	1,740	(19,691)	-	199,171
General funds					
Excluding long term pension liability	319,207	3,019,462	(2,826,050)	15,106	527,725
Long term pension liability	(6,157)			6,157	-
Total general funds	313,050	3,019,462	(2,826,050)	21,263	527,725
Total unrestricted funds	551,435	3,021,202	(2,845,741)	-	726,896
Total funds	762,389	3,656,443	(3,524,268)	-	915,827

Notes to the financial statements

For the year ended 31 March 2024

17b Movements in funds (prior year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Pear Fund	-	36,322	(36,322)	-	-
CAF Our voice	-	33,333	(33,333)	-	-
One place East	-	18,995	(18,995)	-	-
TH Community Connectors	-	38,866	(38,866)	-	-
Newham Community Connectors	-	113,292	(113,292)	-	-
New Horizon-City Bridge	-	34,933	(34,933)	-	-
Mums Matter	-	4,999	(4,999)	-	-
Big Lottery-LEAP	-	29,009	(29,009)	-	-
LBTH-Upskills	-	34,475	(34,475)	-	-
Rapid Study with Mind	-	30,987	(30,987)	-	-
Building fund	232,977	-	(43,287)	21,264	210,954
Total restricted funds	232,977	375,211	(418,498)	21,264	210,954
Unrestricted funds:					
Designated funds:	-	-	-	-	-
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support cost	15,000	-	-	-	15,000
Employer Costs	55,000	-	(25,166)	25,166	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	148,285	16,850	(30,486)	(21,264)	113,385
Total designated funds	273,285	16,850	(55,652)	25,166	238,385
General funds					
Excluding long term pension liability	346,245	2,913,237	(2,928,984)	(11,291)	319,207
Long term pension liability	(13,546)	-	-	7,389	(6,157)
Total general funds	332,699	2,913,237	(2,928,984)	(3,902)	313,050
Total unrestricted funds	605,984	2,930,087	(2,984,636)	-	551,435
Total funds	838,961	3,305,298	(3,403,134)	-	762,389

Mind In Tower Hamlets, Newham and Redbridge

Notes to the financial statements

For the year ended 31 March 2024

Purposes of restricted funds:

EDI. Funding pays for a Equality, Diversity and Inclusion Leader who can support work towards becoming an anti-racist and anti-discrimination organisation.

Young Minds Redbridge. To promote positive emotional health and wellbeing through various enjoyable activities. By encouraging young people to share their expertise, experience, skills and interests, we intend to build courses based on consultations with young people. All income funds direct costs.

New Horizons (completed January 2024). City Bridge have funded a post to support a peer led service in Tower Hamlets, improving access to health provision and reduce the risk of homelessness. All income funds direct costs i.e. salaries and wages.

CAF Our Voice, Diversity and Inclusion (completed November 2023). This grant allowed MindTHNR to develop our model inreach access and engagement for seldom heard communities in Redbridge and was part of our strategic objective to becoming Mind in Redbridge.

Rapid Study with Mind. Funded through the national institute of health research to find out which intervention method is best at supporting clients with suicidal thoughts and feelings. All income funds direct costs.

Redbridge Older People Talking Therapies. Working in collaboration with NELFT IAPT service, are to develop a promotion campaign to increase access to Talking Therapies for Older People (65+) affected by/ experiencing depression and anxiety. All income funds direct costs.

Mayors Fund – Barista. This project is funded through Mayor's Fund and aims to increase access to steps towards employment and vocational training for local community facing mental health issues. Including young people who are marginalised and racialised. All income funds direct costs.

Mayors Fund – Our Voices. This project aims to increase access to mental health and wellbeing services for diverse muslim women who reside in Tower hamlets and works to reduce stigma related to mental health and accessing support. All income funds direct costs.

Sports England – Aimed at those with mental health distress across Tower Hamlets, Newham, and Redbridge. Payment recorded paid to partner, MindTHNR work to commence 2024 2025

Upskill (completed August 2023) – In partnership with Working well Trust, we deliver the Upskill project that promotes access to work and supports people into training, work experience and work placements. All income funds direct costs i.e. salaries and wages.

Discovery College – is an initiative that aims to provide a more holistic offer to young people who require support with their emotional health and wellbeing. All income funds direct costs.

Tower Hamlets Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stepney and Wapping PCN. This will increase to two workers in 2023.

Newham Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stratford PCN. This is three team members.

Building fund – the balance above represents the long leasehold premises purchased by a restricted capital grant.

Purposes of designated funds

Fixed assets funds represents the net book value of the tangible fixed assets acquired using unrestricted funds.

Maintenance and Renewals funds include costs that may be incurred for maintenance of premises operated by the charity.

IT Support costs includes provisions for purchase of additional/replacement IT equipment.

Employment Costs. We have created a designated fund to support employment costs including potential redundancy cost and salary uplifts which have not yet been agreed.

Staff contingency funds include provisions for additional staff costs that could occur in the year e.g. maternity cover, long term sickness absence etc.

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods

	Equipment	
	2024	2023
	£	£
Less than one year	2,756	2,942
One to five years	5,679	5,098
	<hr/>	<hr/>
	8,435	8,040
	<hr/> <hr/>	<hr/> <hr/>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Mind in Tower Hamlets, Newham and Redbridge

England & Wales - Charity number 1006927

Accounts

Company number: 2643905

Charity Number: 1006927

Mind in Tower Hamlets, Newham and Redbridge

Report and financial statements
For the year ended 31 March 2023

Mind in Tower Hamlets, Newham, and Redbridge

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Mind in Tower Hamlets, Newham, and Redbridge

Reference and administrative information

For the year ended 31 March 2023

Company number 2643905 – incorporated in the UK.

Charity number 1006927 – registered in England and Wales

Registered office and operational address 13 Whitethorn Street
London
E3 4DA

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Angela Shannon	Chair (stood down 10 May 2023)
Vandana Siney	Chair (appointed 10 May 2023)
Ajay Aggarwal	Vice Chair (resigned 11 May 2023)
John Whitehead	Chair HRGSC (stood down 11 January 2023)
Jonathan Rae	Treasurer
Grant Martin	Trustee (appointed 10 May 2023)
Nick Aellen	Trustee
Holly Taylor	Trustee (resigned 25 August 2022)
Dimitrios Goumenos	Trustee
Fernan Flores	Trustee (resigned 19 July 2022)
Lisa McLean	Trustee
Jane Oldfield	Trustee
Stephanie Rogers	Trustee
Max Woolfson	Trustee
Asif Dhanani	Trustee
Afiya Begum	Trustee (appointed 04 May 2022)
Samantha Uwadiae	Trustee (appointed 03 August 2022)

Company Secretary Michelle Kabia (resigned 04 August 2023)
Joanna Boldeau appointed as Interim CEO from 04 August 2023)

Key management Michelle Kabia Chief Executive Officer (resigned 04 August 2023)

Personnel Joanna Boldeau Deputy CEO (appointed 1 July 2022),
Stood down as Operational Director 30 June 2022

Shahan Islam	HR and Governance Director
Rehana Abbasi	Finance Director
Fiona Scaife	Operational Director
Linsley Benjamin	Operational Director

Mind in Tower Hamlets, Newham, and Redbridge

Reference and administrative information

For the year ended 31 March 2023

Shelu Miah	Operational Director
Chandni Sidhpura	Operational Director (Resigned 31 st May 2023)
Ram Attapatto	Head of ED&I (appointed 01 April 2023)

Bankers

National Westminster Bank
PO Box 10862
180 Shoreditch High Street
London, E1 6HY

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditors
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2023

The Trustees present their report and the audited financial statements for the year ended 31 March 2023.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Foreword by Chair and CEO

We are delighted to present our Annual Report for 2022–2023 on behalf of the Board of Trustees of Mind in Tower Hamlets, Newham, and Redbridge (MindTHNR).

As part of the national Mind federation, MindTHNR transforms lives through operating a range of mental health support, advice, and information services, talking therapy, advocacy and employment services in Tower Hamlets, Newham Redbridge, and Havering. We have supported over 11,778 people during the last 12 months representing a 47% increase in client contacts. Our work has a direct impact on our clients as well as their friends, families, colleagues, and the wider community.

This year we were delighted to gain formal permission from Mind and the Charity Commission to extend our area of benefit to include Redbridge and surrounding areas. In February, we formally changed our organisational name to Mind in Tower Hamlets, Newham, and Redbridge.

We have also formally created an alliance – Mind in North East London – with Mind in Hackney, City and Waltham Forest and Mind in Havering, Barking and Dagenham. This has enabled us to develop North East London Integrated Care Board (ICB) wide services across the 8 North East London Boroughs including the Suicide Prevention Service – Safe Connections and the Peer Support Services in North East London Foundation Trust (NELFT).

We have refreshed our 5-year strategic plan to incorporate new and impactful developments which were not included in the original plan, these includes: Responding to the Covid-19 pandemic, young people, influencing the transformation of mental health services across our boroughs, tackling poverty and the impact of the Cost-of-Living Crisis on people with mental health and finally addressing inequality and inequity of services for people from racialised and marginalised communities.

Like many health and social care organisations we are facing significant pressures in staff recruitment, retention and offering a work-life balance for our team. We are collaborating with staff around issues such as workplace wellbeing, hybrid working and continuous professional development opportunities.

We launched our strategy towards becoming an anti-racist and anti-discrimination organisation in September 2021 and have continued to work with staff, clients, and local providers to develop culturally competent, accessible, and inclusive services for our local community. We are working with Mind in Haringey on an exciting research project with the Advancing Mental Health Equality research project and have developed a steering group with local organisations, community leaders and people with lived experience. The aim is to design and test models of support for people from 'seldom heard,' racialised and marginalised communities, where the urgency and need for mental health support is great. We listened to our clients' experiences of Health Inequalities in Tower Hamlets and Newham and shared their stories and experience with local decision makers in the NHS and within the Local Authority.

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2023

As always, we could not have delivered any of our services without the dedication, commitment and passion of our team and partners. We are hugely proud of the achievements of our senior leadership team, staff, peer leaders and volunteers who have worked harder than ever to meet the changing needs of our clients and remained creative, innovative, and enthusiastic throughout a challenging year.

We continue to be grateful to our commissioners, funders, and partners for enabling us to support even more people facing mental health concerns. We have been delighted with the level of support from our corporate sponsors, local fundraisers and community who have supported our fundraising events throughout the year.

Finally, we want to thank our advisors and Trustees for giving us their time, support, and expertise over the last 12 months.

We look forward to continuing our great work in the coming year.

Warm regards

Vandana Siney
Chair

Joanna Boldeau
CEO

Objectives

Following a legal name change our objectives have been updated to:

To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorder or conditions of emotional or mental distress, with due consideration to gender, race sexuality, age, culture and disability, requiring advice or treatment in the London borough of Tower Hamlets, the London borough of Newham, the London borough of Redbridge and surrounding boroughs (Havering, Barking and Dagenham), in association with Mind (the national association for mental health) and in accordance with the aims and objectives of Mind.

Public Benefit Statement

The Trustees consider that they have complied with Section 17 of the Charities Act 2011 with regards to the guidance on public benefit published by the Charity Commission.

The Trustees review the aims, objectives, and activities of the charity each year. This report considers the charity's achievements and its outcomes in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and Performance

Legal Name Change and Rebranding

We are delighted to report that following a decision to legally change our name we took steps to initiate this. Having completed many stages in this process, we eventually achieved this in February 2023 and now operate as Mind in Tower Hamlets, Newham, and Redbridge. This change has further strengthened our position and presence in Redbridge. This is a great result, bringing together our operations from three boroughs under the same banner.

Following on from this our logo has changed and now includes Redbridge. This has led to a programme of activity to complete the re-branding of any documents, contracts, social media platforms, website and promotional and marketing materials and ensure that all reflect our new logo and name.

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2023

The charity's main activities are described below. All its charitable activities focus on the development of services for clients residing in Tower Hamlets, Newham and Redbridge and neighbouring boroughs who suffer mental health distress and/or emotional needs. These charitable activities are undertaken to further Mind in Tower Hamlets, Newham, and Redbridge's charitable purposes for the public benefit.

During the year we campaigned to challenge discrimination and reduce stigma around mental health working with Mind, the London boroughs of Tower Hamlets, Newham Havering and Redbridge, and other partner agencies.

Our Services

The charity's main activities are outlined below. All its charitable activities focus on the development of services for clients who have mental health distress and/or emotional needs residing in the London boroughs of Tower Hamlets, Newham and Redbridge, and the surrounding North East London boroughs.

During the year we have amended our governing documents to represent our change of name to Mind in Tower Hamlets, Newham and Redbridge and widen our geographic reach to include Redbridge and surrounding areas. These charitable activities are undertaken to further Mind in Tower Hamlets, Newham, and Redbridge's charitable purposes for the public benefit.

Support Services

Connecting Communities – Tower Hamlets Recovery and Wellbeing Service

The Connecting Communities Service is the first point of access for residents in Tower Hamlets to access community mental health support, advice, and information. Our team supports people to navigate through their mental health issues and connect to wider resources in the borough. We offer opportunities for people to explore connectedness and hope and to identify meaning and empowerment. The service is a part of the wider Recovery and Wellbeing Services funded by the local authority.

During 2022 – 2023 we saw the impact of the pandemic on local residents in Tower Hamlets through the increase in access to the service, with over 3,000 people accessing one or more elements. This represents a 50% increase in access and engagement.

We deliver our service collaboratively with people who have lived experience, local community organisations and our team. Our key focus through our co-production hub has been to work with our clients and support them to have a greater voice and influence over the care they receive and how services are designed, developed, and delivered. We have trained over 30 lived experience experts and worked with almost 100 people with lived experience to shape and design services, as well as influence our wider systems.

The main elements that the service delivers are:

Trustees' Annual Report

For the year ended 31 March 2023

- Mental Health Navigation – providing advice, information, and support to connect with local resources.
- Housing and Welfare Benefits – providing housing support for people with mental health to navigate through housing issues, repairs and housing and benefit applications. The key focus of the team is to ensure that people have financial stability and independence to thrive.
- Co-produced Groups and Activities – the service provides weekly groups and activities structured around the five ways to wellbeing. Over 50% of our groups are led by lived experience experts who have been trained and supported to develop their own groups. 100% of our groups and activities are co-produced.
- Get Active Get Involved – providing opportunities for people who have used our services to co-design and co-deliver services and to influence borough-wide mental health and wellbeing strategies and services. Our teams have showcased their journeys, shared their experiences, and worked with us on finding solutions as well as leading a ‘listening’ programme across Tower Hamlets and Newham on health and mental health inequalities.
- Peer Leadership training – we train lived experience experts in leadership and facilitation skills, with the aim of supporting people to have a voice in the local community, influence how services are delivered and lead in a way that is meaningful to them. Many of the leaders we train go on to develop their own groups and activities within the community.

Our project has built on our model of in-reach, access and engagement for communities that are often not able to access mental health and wellbeing support and often suffer alone in silence.

Our Voice – The Sakinah Project

The Sakinah Project, is designed by diverse Muslim women for diverse Muslim women and builds on our aim to deliver bespoke culturally safe and appropriate mental health services. We work closely with faith centres and educational institutions to set up and support safe spaces for women to learn, grow and access support as well as creating sustainable solutions within their community. This network of women, spans across Tower Hamlets, Newham, and Redbridge and in 2022/23, the network hosted a number of events in the community for International Women’s Day and a co-produced women’s retreat.

The project has worked with over 400 women to date, providing peer support groups and 1:1 support and has increased awareness of mental health in a community that faces lack of parity of access. The project is funded until November 2023 and securing ongoing funding for this project is a priority.

We worked with Flexible Films to produce a short film of the voices of women in the project, which has been shared across our borough and at the National Mind Conference.

We have trained 12 women who have accessed Sakinah as peer leaders. They are now having a wider impact on their community through setting up their own groups and support networks. Our aim is that this model of in-reach, access and engagement as a culturally competent and culturally safe service can be replicated for communities who are often not able to access mental health support.

Trustees' Annual Report

For the year ended 31 March 2023

New Horizons

Funding provided by City Bridge Trust has enabled MindTHNR to set up the New Horizons service. This service works with people struggling with their mental health and at risk of homelessness to develop a mechanism of peer support when they need it the most. Our work has supported over 100 Tower Hamlets residents who are or have experienced homelessness to develop a community of support.

Our 1:1 coaching model has successfully supported people to set their own goals and take steps to achieve them. The project has benefited the lives of clients by supporting many into education and employment opportunities, worked with the complexities of mental health and housing needs in the borough and supported clients to thrive despite the challenges of COVID-19 and the rising cost of living.

Community Suicide Prevention Hub – Safe Connections

Our Safe Connections Community Hub provides a soft place to fall for people across North East London (NEL) who are concerned about or struggling with thoughts and feelings of hopelessness and suicide.

The Hub has developed during the period of 2022/23 to deliver increased placed based support through reaching into communities. The service targets people who are not known to mental health services across the eight NEL boroughs and is a partnership with two other local Mind associations as Mind in East London. The service has grown offering peer support groups and workshops for communities most at risk, working closely with the Safe Connections App to ensure the community have access to the right support at the right time. The service has recently secured additional funding to support an increase in access and uptake of the hub and app.

Talking Therapies Partnership in Tower Hamlets and Newham

We offer talking therapies within both Tower Hamlets and Newham. We deliver our counselling services in partnership with East London Foundation Trust (ELFT). We deliver over 10,561 hours of counselling every year to over 2,700 individuals.

Newham Bereavement Service

The Newham Bereavement Service is commissioned by London Borough of Newham and provides a range of bereavement services including early bereavement counselling, complex bereavement counselling, bereavement support for people with learning disabilities and autism, drop-in peer support groups and group therapy. The service is accredited by the British Association for Counselling and Psychotherapy (BACP) and is delivered by paid and volunteer counsellors. In 2022/23 this service supported 377 people to cope with grief and loss by providing one-to-one and group counselling sessions.

Redbridge Peer Support

We successfully tendered for a new service in Redbridge delivering peer support for people accessing NELFT mental health services. Our peer support workers, a key component of the mental health transformation programme, are working in an integrated way within the neighbourhood

Trustees' Annual Report

For the year ended 31 March 2023

teams across Redbridge to provide a recovery focused support service for people experiencing common and severe mental health issues. Originally funded from November 2021 to November 2023, our effective work in this area has enabled us to successfully secure an extension to the contract to run until September 2024. Our team have been trained to utilise their own lived experience of mental health issues to work effectively alongside clients in an equal partnership on their journey towards independence and recovery.

Our work here involves:

- Delivering both case management i.e., one-to-one and community led groups.
- Offering practical support alongside more intensive psycho-social support and key-working for clients and carers.
- Supporting the development of peer-led activities and groups championing social inclusion and recovery.

Our growing partnership with NELFT in Redbridge has resulted in the establishment of an additional role in the borough, the rapid peer support worker which is funded by the Health Technology Assessment grant provided by the National Institute of Health Research (NIHR) for 12 months. The project involves examining digital interventions for suicide in those experiencing a mental health crisis (the RAPID study) and started in April 2022. We have recently been successful in securing an extension to the contract to run for a further 6 months, with scope for this to be extended further depending on research data findings.

Advocacy Services

Our advocacy services are delivered in the community and care homes and within mental health units and other hospital settings enabling people to be empowered to be involved in, and influence, decisions being made about them with regards to their treatment and support. The service enables people to secure their rights, to safeguard individuals, to obtain access to the services they believe they need, and to make informed decisions.

Our advocacy services include the Independent Mental Health Advocacy Service in Tower Hamlets the Newham Adolescent Advocacy Service, the Newham NHS Complaints Advocacy Service, and the Havering Statutory Advocacy Service.

We have continued to provide an independent voice as part of the North East London Foundation Trust's (NELFT) Transformation plan and have engaged with our stakeholders and local communities to inform them of their right to advocacy so that their voice is heard.

The advocacy service supported over 1,500 individuals over the last year including 357 people detained under the Mental Health Act, with 105 young people receiving advocacy, as well as supporting nearly 350 Newham residents to access the NHS complaints process.

Employment / Advice and Information

The impact of the pandemic on people in Tower Hamlets, Newham, and Redbridge, continues to be felt through job insecurity, risk of potential redundancy, and economic disadvantage. We are committed to working with our clients to increase their wellbeing and career opportunities by enabling access to and success in paid employment through the development of social enterprise, training, placement, and supported employment.

Upskill Employment Service

We worked in partnership with Working Well Trust to deliver the Upskill project in Tower Hamlets which provides support to adults with mental health issues in Tower Hamlets to move forward in their careers through accessing voluntary work, education, training, or paid employment. In 2022/23 this project supported 240 Tower Hamlets residents with mental health issues. One hundred people successfully accessed training or education, fifty successfully accessed voluntary work, and sixteen were supported into paid employment.

IPS Service

In partnership with ELFT we deliver the Individual Placement and Support (IPS) employment service in Newham. IPS is an evidence-based model that places people who receive support from statutory mental health services into paid employment in line with their career preferences. The service is integrated with the statutory mental health service with a manager and six employment specialists, each of whom are embedded in clinical community teams. In 2022/23 this service has worked with 165 people and supported 42 people into paid work in and around Newham. This consists of a diverse range of job roles including college lecturer, data analyst, retail assistant and teaching assistant.

Tower Hamlets Talking Therapies Employment Service

The Tower Hamlets Talking Therapies Employment Service is commissioned by the Department of Work and Pensions and is subcontracted to MindTHNR by the East London Foundation Trust. This was the fourth year the service has been delivered by MindTHNR. We operate one of the largest teams of its kind in London and the only service of its kind that is accredited by the nationally recognised quality mark for Advice and Guidance service – The Matrix Standard. We offer clients accessing Talking Therapies an opportunity to improve their recovery by supporting them with employment difficulties through person centred one-to-one sessions. The service supports clients ranging from senior executives to first time job seekers and those who are long-term unemployed to find and retain work. In the last year we supported over 989 unique clients and delivered over 4,000 sessions. As a result of our performance a special visit was made by Tom Pursglove, the MP for Disabled People, and his team to discuss the impact of employment on health for disabled people in Tower Hamlets. In addition, this year we have been awarded further funding to recruit an additional two employment advisors to expand our work in this area.

Anti-Racism and Anti-Discrimination

In October 2022, we launched our strategic objective to ensure we are an anti-racist organisation. This is not a tick box activity for us. We know that this is not any easy task, but we are committed

to developing and delivering a clear strategy. Our vision will be embedded in our systems, policies and practices, recruitment, staff management and client work. We are committed as leaders within mental health to continue to develop services and support that do not limit access to our diverse, racialised and marginalised communities and to ensure that they have equity in accessing, experience and outcomes within mental health services.

Over the last 12 months we have:

- Embedded Cultural Competencies into our organisation.
- Continued our Quality Improvement work with the Advancing Mental Health Equality (AMHE) programme working with the Royal College of Psychiatry, NHS trusts and local mind associations across the country to improve access, experience and outcomes of communities who are often not able to receive the support for their mental health in ways that are meaningful to their identity and needs.
- Recruited a Head of ED&I to ensure our approach is embedded into our culture and people.
- Developed a model of in-reach to provide increased information, access and engagement to communities that experience discrimination and stigma.
- Explored faith-based models of peer support.
- Continued our exploration of our data, identifying the gaps in services and which communities are not accessing our services, as well as identifying solutions from within communities.
- Reviewed the skills base of our Board of Trustees and commenced a targeted recruitment process to increase EDI expertise on the Board.
- Continued to monitor and assess our achievements against the action plan, stemming from this work.

Strategic Planning

Mind in Tower Hamlets, Newham and Redbridge operates within a 5-year strategic plan that is drawn up with the involvement of staff, Trustees, clients, and commissioners. In April 2019 we launched our strategic plan for the period 2019–2024. We continue to review our strategic objectives and organisational values in light of recent events. The political, economic, social, technological, legal, and environmental ('PESTLE') landscape has changed considerably since our strategic plan was launched. Throughout the last 12 months we have hosted a range of strategic events with trustees, staff, and beneficiaries to ensure that our strategic plan is representative of the needs of our community and our strategic objectives. Our Strategic Plan has been refreshed in order to cover key developments including the cost-of-living crisis, working with young people and the transformation of mental health services.

We are focused on delivering services where we have the expertise and capabilities to benefit those with mental health issues in Tower Hamlets, Newham Redbridge, and neighbouring boroughs. Our broad experience and record for delivering high quality services enables us to broaden our reach both geographically and through development of new services. This is often in collaboration with other delivery partners whose expertise and capabilities complement our own and we now have 18 active partnerships. We have successfully bid for and secured funding to

develop and expand the peer leadership programme across the borough of Redbridge. We will continue to develop peer led services, services which are co-produced and designed by and for people with mental health issues and embed co-production principles across all our work. We continue to prioritise services that focus on wellbeing, building resilience, promoting mental health recovery and work around health equity amongst marginalised communities. This has been aided through securing additional funding that supports inclusion and diversity programmes.

Strategic Objectives

Following a series of strategic events involving staff and trustees, we reviewed and refreshed our strategic objectives:

Strategic Pillar 1 – Our Services: Seamless Quality across the Board

We will deliver services of the highest quality and provide support to those that need us the most.

To achieve this, we:

- A) Maintain high-quality services across all our service areas.
- B) Expand the geographical reach of our current services where appropriate.
- C) Develop new and innovative services to meet the needs of our clients and new communities
- D) Be an influential leader in the Transformation of Mental Health Services across North East London.
- E) Support young people (14–25yrs) – with a focus on trauma and transition.
- F) We will fight for the mental health of people living in poverty.
- G) Improving health equity for people with mental health.
- H) We will continuously review our services and effectiveness.

Strategic Pillar 2 – Our Voice

We will champion an authentic voice in mental health conversations, actively working with people with lived experience to ensure that they have a voice, are listened to, and can influence their support provision.

To achieve this, we:

- A) Are becoming an Anti-racist and Anti-discrimination organisation.
- B) Embed co-production across all our work and services.
- C) Engage with local grassroot, faith and community services to ensure that no-one faces mental health alone.
- D) Targeted work to reduce stigma and discrimination faced by different communities.
- E) Develop our Peer Support and Peer Leadership models.

Strategic Pillar 3 – Our Community

We will nurture and expand our network through formal and informal partnerships and engagements with local organisations.

To achieve this, we:

- A) Increase the scope and effectiveness of our partnership working.

- B) Take a strong role in the development of Mind in London.
- C) Engage with a wider range of local organisations.
- D) Work collaboratively with corporate partners.

Strategic Pillar 4 – Our Capacity

We will grow our organisation sustainably to reach more people who need our help. We are an ambitious charity.

To achieve this, we:

- A) Maintain our financial health and diversity of income sources.
- B) Maximise staff wellbeing.
- C) Develop our digital capacity and strategy.
- D) Work with local organisations to raise awareness of mental health and workplace wellbeing.
- E) Improve our working environment.
- F) Be an employer of choice.
- G) Build our community activism and growth.

Click on this link to read our Strategic Plan in full.

<https://view.pagetiger.com/MINDTHNR-Strategic-Plan-2019-24/MINDTHNR-Strategic-Plan-2019-24>

New Strategic Projects

Mental Health Transformation – Community Connectors

As part of NHS England's transformation of mental health services we are pleased to be a third sector provider working in partnership with ELFT and NEFLT to deliver integrated community-focussed mental health support.

This programme represents an integral part of the wider area of work delivered by NHS England which supports the Transformation of Mental Health Services agenda across Newham and Tower Hamlets working with Primary Care Networks and the East London Foundation Trust in both boroughs to provide support to people with a 'focus on what matters to the individual', providing support which goes beyond health goals to life goals, delivering support which is closer to home, connecting people to each other and their communities'. Underpinning our work in this area involves:

- Our commitment to work in partnership with our service users to assist in their recovery.
- Actively challenging stigma associated with mental ill health.
- Raising awareness of the importance for everyone to look after their mental wellbeing.

Tower Hamlets Community Connectors

Our Community Connectors focus on Network 9 which is a part of the Stepney and Wapping Community Mental Health Team (CMHT). This is a multi-disciplinary team of health care professionals that includes social workers, nurses, GPs, employment advisors, psychiatrists, and

social prescribers. The role of Community Connectors is to help people with serious mental health issues to be able to thrive by facilitating quick and easy access to appropriate support.

In partnership with their multi-disciplinary team, Community Connectors offer help to:

- Identify support needs.
- Receive a multi-disciplinary team care plan.
- Reduce social isolation.
- Access benefits and housing advice
- Receive emotional support.
- Access employment support.

In total the service supported 158 clients delivering 660 sessions.

We are also piloting new ways of support with the Older Adults CMHT to deliver and develop an integrated way of working with people over 65. We are doing this by increasing access to support through our older adult's connector worker, as we know that older adults with mental health are at higher risk of isolation, loneliness, and poor physical health in later life.

Newham Community Connectors

Launched in June 2022, The Newham Community Connector programme is an exciting innovative partnership with Community Links, Aston Mansfield, and East London NHS Foundation Trust. Our team of connector workers provides support which goes beyond health goals to life goals, delivering support, which is closer to home, connecting people to each other and their communities.

Our Community Connectors work as part of a multi-disciplinary teams creating pathways of support for service users and are the 'glue,' linking service users in with experts and local assets, as well as supporting work in partnership with external stakeholders to complement interventions.

Tower Hamlets Talking Therapies Equity Project

In 2022/23 MindTHNR were successful in their bid to deliver a QI project in partnership with East London Foundation Trust and Tower Hamlets Together. The project is in its infancy, but we have trained one member who is now a QI leader. Our Equity QI project has a focus on identifying barriers that Bangladeshi clients experience in accessing Talking Therapies in Tower Hamlets with an aim to improve the recovery rates for this population. This is an exciting new project that aligns with our ambitions for equity for communities that often experience lack of parity of access in mental health.

Volunteers

Mind in Tower Hamlets, Newham and Redbridge works with a large number of volunteers. This includes the Trustees who volunteer their time to oversee the strategic direction of the organisation and ensure that we are delivering services in line with our objectives and charitable

Trustees' Annual Report

For the year ended 31 March 2023

purpose. Trustees devote a considerable amount of their time each year to attend meetings and to support the organisation.

In 2022/23 we began our journey to become an accredited Investors in Volunteers employer – a nationally recognised quality mark for those employing volunteers.

We encourage people with lived experience of mental health to volunteer. This opportunity can support clients with their recovery as well as enabling them to regain confidence and skills that enable them to get back into employment. We can work with between 12–15 volunteers with lived experience at any one time. These volunteers may support the design, development and delivery of groups and activities, plan support services with staff and facilitate service user led groups and peer support groups.

Our counselling service model includes volunteer counsellors on placement as well as paid clinical counsellors. This service works with approximately 40 volunteer counsellors on placement, each providing four hours of counselling per week. This represents approximately 8,000 hours of volunteer support which is equivalent to over 6 full time equivalent staff.

Apprenticeships

MindTHNR has worked in partnership with Tower Hamlets Council to deliver a six-month Health Care Apprenticeship programme. We were successful in our bid to secure five full time paid apprentices from Tower Hamlets Council who provided much needed support to our Tower Hamlets Employment Service, Newham Bereavement Service, Safe Space Café, Tower Hamlets Talking Therapies and Tower Hamlets Advocacy Service.

Micro-Internship Programme

In March 2023, we took on four interns via Queen Mary University's Micro-Internship Programme to support our HR and Finance Departments. We are pleased to report that this has resulted in us being able to take three of them on as volunteers to support our HR and Finance functions.

Protection of vulnerable people and other members of the public

Mind in Tower Hamlets, Newham and Redbridge is committed to supporting vulnerable people and protecting members of the public. We are a local community mental health resource and offer information, advice, and guidance to anyone who contacts us. We are committed to ensuring that local people access the right support at the right time and offer a signposting or navigation service to people if we do not deliver the support that they are requesting. We have a strong commitment to vulnerable people and have embedded excellent safeguarding policies and practices so that we are responsive to those who are most vulnerable and can offer the right support to meet their complex needs.

Financial Review

In the financial year to 31 March 2023, Mind in Tower Hamlets, Newham, and Redbridge had a total income of £3,305,278 (2022: £3,045,095), representing a 9% increase in income. Total expenditure was £3,381,870 (2022: £2,883,361), an increase of 17%. This resulted in an operating deficit for the year of £76,592 (2022: surplus of £161,734).

This operating deficit primarily reflects a significant cost of living uplift awarded to staff in the year, as well as a catchup award in respect of the prior year, in accordance with uplifts to the NJC pay scales which our employment contracts are aligned with.

Excluding amounts funded by designated and restricted reserves including depreciation and the one-off salary uplift in relation to the prior period, the charity recorded a surplus of £2,076 (2022: £236,065). This is the basis on which the senior leadership and trustees monitor financial performance of the charity.

Our unrestricted funds have reduced by £54,569 to £551,435 (2022: £606,004). We have designated reserves of £238,385 (2022: £273,285) comprising £113,385 (2022: £148,285) to cover the depreciation of our fixed assets which are not otherwise covered by restricted funds and £125,000 (2022: £125,000) of allowances for potential costs identified. This leaves general unrestricted funds at £313,050 (2022: £332,719).

We remain vigilant about the organisation's expenditure and running costs to ensure that we can deliver our services in a financially secure manner, whilst continuing to grow unrestricted funds. Both our strategic plan and our operational business plan are ambitious about delivering an expanding range of high-quality services to our clients.

We are committed to continually reviewing and improving our financial policies, procedures and accounting systems and are confident that the information within the system is accurate and transparent and therefore provides management, Trustees, and stakeholders with a clear view of our financial position and performance.

Going Concern

The Trustees regularly review operational budgets and cash flow projections alongside operational and financial risks in order to ensure that the charity remains financially robust and to assess the charity's ability to meet its liabilities as they fall due and to continue to trade as a going concern. The charity benefits from good visibility of contracted income for the large majority of the services it provides which assists this exercise.

The most significant challenge to the financial sustainability and performance of the charity is the impact of elevated inflation levels which translates to higher operating costs, particularly employment costs, which is MindTHNR's largest area of expenditure. The senior leadership team

and Trustees are managing the exposure to this risk by seeking commensurate increases in income levels for each service as well as maintaining tight cost control.

A review of these cash flow projections by the Trustees and assessment of financial and operating risks of the charity once again supports the preparation of these accounts on a going concern basis. Additional detail of the reserves position in the context of the reserves policy is provided below.

We remain committed to reviewing our strategy and operational planning to enable us to develop new services with a firm funding base whilst continuing to control our operating costs. Mind in Tower Hamlets, Newham and Redbridge has seen significant growth in the recent years and is operating with a solid foundation of secured funding. Trustees are committed to continuing to develop the service and to ensure that the organisation offers services that are of a high quality and offer added value to our clients. Trustees are aware of their need to maintain a close review of income and expenditure as well as have strong strategic plans for the future.

Further assessment of the charity's going concern position in note 1d).

Reserves Policy

Mind in Tower Hamlets, Newham and Redbridge is acutely aware of the need to sustain its viability in the medium to long term.

The Trustees consider it prudent to maintain an unrestricted level of reserves which will enable it to fulfil its contractual obligations. In accordance with the charity's Reserves Policy, the Trustees are committed to building sufficient unrestricted reserves to cover a 25% fall in the contribution of contracted income to central operating costs for a period of two years, plus an allowance for any other unforeseen expenditure required to maintain MindTHNR's operations (e.g., uninsured repairs and maintenance work to the buildings operated by MindTHNR).

Based on the budget for 2023/24 the Trustees have calculated a reserves target (as described above) of £454,024 to cover 25% shortfall in central costs of c. £908,047 pa for two years plus £40,000 being the Trustees' assessment of a reasonable allowance for other unforeseen expenditure – totalling £494,024.

We designated reserves of £125,000 relating to identified potential additional expenditure to the Charity in the future. These are added back in the calculation of the reserves for comparison with the reserves target.

As explained above, if we exclude the pension liability which will not crystallise at a single point but can be paid over the next 5 years and add back the designated reserves mentioned above, our unrestricted funds would be £444,207 (2022: £471,265). This is equivalent to 90% of the above reserves target. The Trustees are mindful of continuing to enhance the reserves position towards this target when making decisions on allocation of operational surplus generated.

Principal Risks and Uncertainties

We review organisational risks in a structured way to ensure that we identify risks and take action to eliminate or mitigate the impact of risks that the charity is exposed to. This approach is focused on our comprehensive risk register which reviewed and updated on a quarterly basis, first by the senior management team and then by the Finance Sub-committee (of Trustees) and the HR and Governance Sub-committee (of Trustees) before a final review and ratification by the Board of Trustees.

This review includes the following key steps:

1. Checking for completeness of the risks included on the risk register to ensure that all relevant risks are captured.
2. Recording the impacts of the risk on the charity and the mitigations already in place to address the risks.
3. Scoring all risks based on likelihood of the impacts of the risk being realised, and the severity of those impacts, considering the mitigants in place.
4. Determining whether further mitigating actions are required to limit the potential impacts of the risk on the charity to ensure that the charity remains resilient.

The key risks which the charity has been actively managing through this process during the period are:

Staff recruitment and retention

Staff recruitment and retention remain a key risk for our charity alongside many other health and social care providers. Potential applicants are keen to explore remote working options and we have experienced challenges in recruiting experienced workers at the current remuneration. As a charity we have introduced a hybrid model of working with limited remote working for staff, however, we are required to deliver many of our services face-to-face and respond to the needs of local communities.

We regularly benchmark our jobs against local providers and work hard to ensure that we remain competitive and an employer of choice in our sector. We have revised our terms and conditions as well as our commitment to staff training and continuous professional development.

Elevated Inflation

Like many other organisations, the charity is exposed to cost pressures during this period of elevated inflation. The senior management team and Board of Trustees have reviewed the financial resilience of the charity in this context. The charity has relatively low exposure to energy and rental costs, but staff salaries do make up a significant proportion of its costs. Salaries are generally linked to the NJC scale which includes annual inflationary uplifts. The charity considers affordability when determining how to apply NJC inflationary uplifts. As part of its standard forecasting processes, the charity has modelled an additional high-inflation scenario to test the financial resilience of the charity. This was factored into the going concern assessment.

Structure, Governance and Management

Governing Document

Mind in Tower Hamlets, Newham, and Redbridge ("MindTHNR") (the word 'Limited' being omitted by licence from the Department of Trade) is incorporated as a company limited by guarantee and not having a capital divided by shares.

The organisation is a charitable company limited by guarantee, incorporated on 6 September 1991, and registered as a charity on 6 March 1992. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. These articles were amended in March 2023 following a legal name change in February 2023.

Charity Governance Code

In July 2017, a group of charity and governance associations introduced the new Charity Governance Code (CGC) as a practical tool to help Trustees achieve high standards of governance, recognising that good governance in charities is fundamental to success, contributing to our charity achieving its objectives for the benefit of all stakeholders.

Following new additions to the CGC in February 2020, the Trustees and management set up a working group in July 2022 to review and benchmark MindTHNR's governance standards against the recommended practices included within the Charity Governance Code.

Overall, the Trustees are satisfied that the governance standards of the charity are appropriate for its scale, complexity, and charitable purposes, but identified several areas where enhancements to the governance approach would benefit the operation of the charity. An action plan is now in place to address these points, consistent with the Trustees' commitment to continuous improvement of governance standards guided by the Charity Governance Code and other standards and requirements, including those of the Charity Commission. Key activities for further work have been prioritised including review of key policy documents and Principle 6, integrity, and equality, diversity, and inclusion. This work is being undertaken via a Working Group consisting of Trustees and senior management and aligned to organisational ED&I objectives.

Recruitment and Appointment of Trustees

The approach to recruitment and appointment of Trustees is set out in our Articles of Association. The honorary officers: The Chair, Vice-Chair, and the Treasurer, as well as other Trustees, are elected at the Annual General Meeting by the members of MindTHNR. The Chair, Vice-Chair and Treasurer can only serve for one year and then must seek re-election at the AGM. The recruitment process is set out in our Trustee recruitment policy and includes the stages listed below:

- Skill and Equality, Diversity, and Inclusion (EDI) monitoring audit
- Role description

Trustees' Annual Report

For the year ended 31 March 2023

- Identifying potential Trustees
- Selection process
- Induction

A working group was formed earlier this year to agree the process and oversee the recruitment of key honorary officer roles for Chair and Treasurer. The recruitment campaign was a success and led to the appointment of a new Chair and Trustee Treasurer in Waiting role.

In 2019 we developed the HR and Governance Sub-Committee comprising of a Chair and Trustee members to support the development of our organisation and our governance. The Terms of Reference was reviewed and approved in 2023, following changes across two key areas: introduction of the recruitment process for the HRGSC Chair and HRGSC functions being more governance based. This committee continues to grow in strength and meets four times a year. It has led to the development of the Trustee and SLT Working Group that puts forwards recommendations to the HRGSC for approval. The committee continues to scrutinise risk in relation to HR and Governance matters.

The Board of Trustees has the power to appoint additional Trustees as it considers fit to do so. The Trustee skills audit and EDI monitoring data provides insight to board requirements in the recruitment of future Trustees to ensure that the required skills, diversity, experience, and expertise are in place amongst Board membership.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Trustee Induction and Training

The induction and training of Trustees is set out in the charity's Trustee Recruitment Policy. All Trustees are provided with an induction pack and have a one-to-one induction meeting with the HR and Governance Director and Senior Leadership Team. All potential Trustees attend a number of Board meetings before being elected to the Board.

As part of their induction new Trustees are encouraged to visit the organisation's projects and to meet the CEO, senior management, and staff. As part of the skills audit, the training needs of new Trustees are built into a training programme. The Chair or other nominated Trustee monitors the progression of new Trustees, to ensure that they:

1. Are fully aware of their role and responsibilities.
2. Are informed about the organisation to meaningfully input into discussion.
3. Identify and address training needs.

All Trustees are informed of external training opportunities during the year. Charity Commission updates and news are also provided to them. All Trustees are also invited to register onto Connecting Minds Trustee Newsletter and subscribed to Civil Society News to receive regular

circulation of their monthly bulletin. All Trustees are required to become members of either the FSC or HRGSC Committees.

Related Parties and Relationships with Other Organisations

Mind in Tower Hamlets, Newham and Redbridge is affiliated to National Mind. We are committed to working in partnership with other providers. This is a significant component of our strategic plan, and we are now working with eighteen different organisations to deliver our services. Examples of the partnerships are: Working Well Trust – Upskill, ELFT – Newham and Tower Hamlets Talking Therapies, Newham IPS service and Community Barnet – NHS complaints advocacy in Newham, Redbridge Peer Support Services in partnership with NELFT.

Remuneration Policy for Key Management Personnel

Mind in Tower Hamlets, Newham, and Redbridge set its pay and remuneration in line with the National Joint Council Local Government Salary Scale. Staff are generally appointed at the appropriate scale point related to their experience. All staff have an induction and probation period at the start of their employment and an Annual Performance Review which outlines their performance against their key objectives in their job description. Earlier this year we reviewed and updated the review to simplify the process whilst at the same time adding 360 feedback.

Statement about Fundraising Practice

Mind in Tower Hamlets, Newham and Redbridge have established a Fundraising Strategy which works alongside our strategic plan and our operational plan.

Our fundraising strategy aims to address how we will achieve our strategic development targets and the budgeted fundraised annual income. We are committed to diversifying our income and developing our offer of services to new communities as well as expanding our area of benefit.

Diversification of Income

To meet the objectives of our strategic plan, we are committed to diversifying our income streams, scoping, and taking advantage of alternative sources of funding so that we can continue to maintain quality services for our clients and continue to generate services that our clients are telling us they want and need. To do this, we:

- Explore non-statutory funding opportunities.
- Increase our local fundraising activities to raise income such as sponsorships and events.
- Secure new contract funding where appropriate.
- Develop significant partnerships to build on our successful tendering.
- Raise the profile of the organisation via social networking.
- Increase corporate sponsorship and development of local business links.

Ethical Fundraising

We are committed to ethical fundraising, ensuring that we do not accept donations or support from companies who are in direct conflict with our aims. We have an Ethical Fundraising Policy that will support this strategy and be embedded into any fundraising activities.

Mind in Tower Hamlets, Newham and Redbridge's approach to fundraising is to use internal staff and volunteers where appropriate. We do not use external fundraisers currently but would consider this where they have additional expertise and can carry out fundraising work more cost-effectively.

We are members of the Fundraising Standards Board (FRSB) and comply with their code of fundraising practice. We have not received any complaints about fundraising during the year. The CEO and Finance Director monitor the fundraising activities undertaken by third parties on a day-to-day basis while a fundraising sub-group monitor these periodically.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of Mind in Tower Hamlets, Newham, and Redbridge for the purposes of company law) are responsible for preparing the Trustees' annual 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and Statements of Recommended Practice 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 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 charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2023 was 15 (2022: 16). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Trustees' annual report has been approved by the Trustees on 1 November 2023 and signed on their behalf by

Vandana Siney
Chair

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Opinion

We have audited the financial statements of Mind in Tower Hamlets, Newham, and Redbridge (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, 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 of 31 March 2023 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.
- 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 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 enough 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 Mind in Tower Hamlets, Newham, and Redbridge'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.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

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

Matters on which we are required to report by exception.

In the light of the 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' annual 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' annual report and from the requirement to prepare a strategic report.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, 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 based on 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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance sub-committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 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 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 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.

Joanna Pittman (Senior statutory auditor)

Date: 9 November 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Mind In Tower Hamlets, Newham and Redbridge

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	12,683	-	12,683	27,415	-	27,415
Charitable activities							
Support Services	3a	1,604,547	159,569	1,764,116	1,521,465	199,849	1,721,314
Community Projects	3b	-	181,167	181,167	-	86,200	86,200
Advocacy Projects	3c	470,685	-	470,685	463,836	-	463,836
Employment, advice & information	3d	801,507	34,475	835,982	697,560	34,471	732,031
Investment income		3,634	-	3,634	67	-	67
Other income		37,011	-	37,011	14,232	-	14,232
Total income		2,930,067	375,211	3,305,278	2,724,575	320,520	3,045,095
Expenditure on:							
Charitable activities							
Support Services	4	1,716,492	189,399	1,905,891	1,431,397	219,314	1,650,711
Community Projects	4	-	167,176	167,176	-	90,013	90,013
Advocacy Projects	4	577,547	-	577,547	493,387	-	493,387
Employment, advice & information	4	690,597	40,659	731,256	612,687	36,564	649,251
Total expenditure		2,984,636	397,234	3,381,870	2,537,470	345,891	2,883,361
Net income /(expenditure) for the year	5	(54,569)	(22,023)	(76,592)	187,105	(25,371)	161,734
Net income / (expenditure) before other recognised gains and losses		(54,569)	(22,023)	(76,592)	187,105	(25,371)	161,734
Pension adjustment		-	-	-	59,205	-	59,205
Net movement in funds		(54,569)	(22,023)	(76,592)	246,310	(25,371)	220,939
Reconciliation of funds:							
Total funds brought forward		606,004	232,977	838,981	359,694	258,348	618,042
Total funds carried forward	17	551,435	210,954	762,389	606,004	232,977	838,981

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Mind In Tower Hamlets, Newham and Redbridge

Balance sheet

As at 31 March 2023

Company no. 2643905

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	10		324,339		381,262
			324,339		381,262
Current assets:					
Debtors	11	67,914		407,215	
Cash at bank and in hand		698,363		383,448	
			766,277	790,663	
Liabilities:					
Creditors: amounts falling due within one year	12	(322,070)		(319,399)	
Net current assets			444,207		471,264
Total assets less current liabilities			768,546		852,526
Creditors: amounts falling due after one year	14		(6,157)		(13,546)
Total net assets	16		762,389		838,981
The funds of the charity:	17				
Restricted income funds			210,954		232,977
Unrestricted income funds:					
Designated funds		238,385		273,285	
General funds					
Excluding long term pension liability		319,207		346,265	
Long term pension liability		(6,157)		(13,546)	
General funds including long term pension liability		313,050		332,719	
Total unrestricted funds			551,435		606,004
Total charity funds			762,389		838,981

Approved by the trustees on 1 November 2023 and signed on their behalf by

Vandana Siney
Chair

Jonathan Rae
Treasurer

Statement of cash flows

For the year ended 31 March 2023

Reconciliation of net expenditure to net cash flow from operating activities

	2023	2022
	£	£
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	(76,592)	161,734
Depreciation charges	73,772	78,944
Dividends, interest and rent from investments	(3,634)	(67)
Decrease/(increase) in debtors	339,301	(298,100)
(Decrease)/increase in creditors	(4,718)	66,926
Gains from pension valuation	-	59,205
Net cash generated from / (used in) operating activities	328,129	68,642

	Note	2023		2022
		£	£	£
Cash flows from operating activities				
Net cashflow generated from/(used in) operating activities		328,129		68,642
Cash flows from investing activities:				
Dividends, interest and rents from investments		3,634		67
Purchase of fixed assets		(16,850)		(7,800)
Net cash used in investing activities		(13,216)		(7,733)
Change in cash and cash equivalents in the year		314,915		60,909
Cash and cash equivalents at the beginning of the year		383,448		322,540
Cash and cash equivalents at the end of the year		698,363		383,448

Notes to the financial statements

For the year ended 31 March 2023

1 Accounting policies

a) Statutory information

Mind in Tower Hamlets, Newham and Redbridge is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Open House, 13 Whitehorn Street, London, E3 4DA.

b) Basis of preparation

The financial statements have been prepared in accordance with 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)– (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

After comprehensive scrutiny the charity with agreement from the trustees honoured the national NJC uplifts in 2022 and an additional uplift of 1.75% backdated to April 2021 (from designated reserves) to staff. This resulted in the annual result being a deficit. Uplifts were requested from the Service providers who agreed and increased funding to sustain the additional cost for future years. However, the trustees acknowledge that the current level of reserves remains below the target level per the charity's reserves policy. The trustees remain focused on maintaining the medium term financial sustainability of the charity, including through ensuring that operating costs remain within budget limits.

The trustees review the budgets, forecasts, cash flow projections and risk associated with forecast income streams while considering the going concern assumption. Following this review, and noting that the charity does not have any financial borrowings, the trustees consider that there are no other material uncertainties about the charity's ability to continue as a going concern.

e) Income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with SORP & FRS 102. All incoming resources are included in the Statement of Financial Activities when there is entitlement to receive them, it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received or the Charity is entitled to the income. Any donations tied to a particular purpose are credited to restricted reserves.

Income from revenue grants and other grants are credited to the Statement of Financial Activities when received or receivable. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the Charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contractual income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Gifts and services in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In the case of donated fixed assets, a designated fund is created reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

The value of services provided by general volunteers has not been included in the Statement of Financial Activities.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted general funds are donations and other incoming resources received or generated for the charitable purposes. The General fund is to provide for the net deficit of any activities that have inadequate income of their own and for the central operating costs of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered as Mind In Tower Hamlets and Newham is not currently VAT registered. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs associated with delivering the main objectives of the charity and include both the direct cost and support cost relating to these activities.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of the total direct project's cost.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|---------------------------|-------------|
| ● Long leasehold premises | 45 years |
| ● Fixtures & equipment | 25% on cost |
| ● Computer equipment | 25% on cost |

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates two pension schemes, the first being a multi – employer pension scheme on behalf of its staff. It is not possible to separately identify the assets and liabilities of participating employers on a consistent and reasonable basis.

The charity has recognised its committed liability for past service deficits for this scheme and these are noted as a liability on the balance sheet and as a long term pension liability reserve. This scheme is now closed to new members.

The second is a defined contribution scheme with Aviva, where the charity has no liability other than to pay the defined contributions as they fall due.

Mind In Tower Hamlets, Newham and Redbridge

Notes to the financial statements

For the year ended 31 March 2023

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Donations and fundraising	12,608	-	12,608	27,360	-	27,360
Membership subscriptions	75	-	75	55	-	55
Total Income from donations and legacies	12,683	-	12,683	27,415	-	27,415

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Pears Fund	-	36,322	36,322	-	39,685	39,685
Clare House	5,475	-	5,475	27,373	-	27,373
Our Voice (Diversity and Inclusion), City Bridge	-	-	-	-	49,200	49,200
LBTH Infection Control	-	-	-	-	25,647	25,647
One Place East	-	18,995	18,995	-	18,995	18,995
Safespace Café	-	-	-	573	5,000	5,573
Muslim Forum	-	-	-	1,000	4,000	5,000
Suicide Hub	170,369	-	170,369	130,998	-	130,998
STR Workers	45,746	-	45,746	118,939	-	118,939
Redbridge Peer Support Workers	177,837	-	177,837	58,259	-	58,259
Workplace Wellbeing	23,219	-	23,219	30,000	-	30,000
Transition project (day care closure)	8,521	-	8,521	25,563	-	25,563
London Borough of Newham – Counselling Newham	9,044	-	9,044	54,264	-	54,264
Tower Hamlets Talking Therapies	49,388	-	49,388	296,327	-	296,327
London Borough of Tower Hamlets – Connecting Communities	608,821	-	608,821	596,614	-	596,614
New Horizon – City Bridge	-	34,933	34,933	-	36,600	36,600
Mums Matter	-	4,999	4,999	-	20,722	20,722
Newham Bereavement Service	135,000	-	135,000	146,480	-	146,480
CAF Our voices	-	33,333	33,333	-	-	-
Rapid study with Mind	-	30,987	30,987	-	-	-
ELFT Talking Therapies (NTT and THTT)	347,344	-	347,344	-	-	-
Other income from support services projects	23,783	-	23,783	35,075	-	35,075
a) Sub-total for support services	1,604,547	159,569	1,764,116	1,521,465	199,849	1,721,314
Big Lottery – LEAP	-	29,009	29,009	-	86,200	86,200
Tower Hamlets Community Connectors	-	38,866	38,866	-	-	-
Newham Community Connectors	-	113,292	113,292	-	-	-
b) Sub-total for Community Projects	-	181,167	181,167	-	86,200	86,200
East London Foundation Trust – Adolescent Advocacy	34,642	-	34,642	33,310	-	33,310
London Borough of Tower Hamlets – IMHA	216,812	-	216,812	206,488	-	206,488
London Borough of Havering – Havering Advocacy	149,059	-	149,059	126,583	-	126,583
Community Barnet – Complaints Advocacy	41,000	-	41,000	40,000	-	40,000
Redbridge Advocacy (Sunflower Court)	29,172	-	29,172	57,455	-	57,455
c) Sub-total for advocacy projects	470,685	-	470,685	463,836	-	463,836
London Borough of Tower Hamlets – Upskill	-	34,475	34,475	-	34,471	34,471
NHS Newham CCG – IPS Newham NHS England	292,507	-	292,507	227,532	-	227,532
East London NHS Foundation – IAPT Employment	509,000	-	509,000	470,028	-	470,028
d) Sub-total for Employment, advice and information	801,507	34,475	835,982	697,560	34,471	732,031
Total income from charitable activities	2,876,739	375,211	3,251,950	2,682,861	320,520	3,003,381

Mind In Tower Hamlets, Newham and Redbridge

Notes to the financial statements

For the year ended 31 March 2023

4a Analysis of expenditure (current year)

	Charitable activities				Support costs £	Governance costs £	2023 Total £	2022 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £				
Staff costs (Note 6)	1,265,731	122,877	418,972	552,705	302,110	-	2,662,395	2,223,716
Direct costs	204,648	7,335	39,165	13,614	23,089	-	287,851	261,004
Premises costs	1,000	2,000	2,000	250	38,964	-	44,214	39,261
Office and supplies costs	37,433	1,564	2,021	18,588	194,830	-	254,436	221,516
Depreciation	-	-	-	-	73,772	-	73,772	78,944
Consultancy	16,298	-	-	-	25,920	-	42,218	44,938
Audit remuneration	-	-	-	-	-	13,464	13,464	13,120
Governance cost	-	-	-	-	-	3,520	3,520	862
	<u>1,525,110</u>	<u>133,776</u>	<u>462,158</u>	<u>585,157</u>	<u>658,685</u>	<u>16,984</u>	<u>3,381,870</u>	<u>2,883,361</u>
Support costs	371,209	32,561	112,489	142,426	(658,685)	-	-	-
Governance costs	9,572	840	2,900	3,672	-	(16,984)	-	-
Total expenditure 2023	<u>1,905,891</u>	<u>167,176</u>	<u>577,547</u>	<u>731,256</u>	<u>-</u>	<u>-</u>	<u>3,381,870</u>	<u>-</u>
Total expenditure 2022	<u>1,650,711</u>	<u>90,013</u>	<u>493,387</u>	<u>649,251</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,883,362</u>

4b Analysis of expenditure (prior year)

	Charitable activities				Support costs £	Governance costs £	2022 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £			
Staff costs (Note 6)	1,070,867	62,688	361,321	515,942	212,899	–	2,223,716
Direct costs	190,536	6,366	34,913	15,949	13,240	–	261,004
Premises costs	16,545	–	2,000	–	20,716	–	39,261
Office and supplies costs	70,241	5,628	11,119	6,780	127,748	–	221,516
Depreciation	–	–	–	–	78,944	–	78,944
Consultancy	21,373	–	–	–	23,565	–	44,938
Audit remuneration	–	–	–	–	–	13,120	13,120
Governance cost	–	–	–	–	–	862	862
	1,369,562	74,682	409,353	538,670	477,113	13,982	2,883,361
Support costs	273,145	14,895	81,641	107,432	(477,113)	–	–
Governance costs	8,005	436	2,393	3,148	–	(13,982)	–
Total expenditure 2022	1,650,711	90,013	493,387	649,251	–	–	2,883,361

Notes to the financial statements

For the year ended 31 March 2023

5 Net expenditure for the year

This is stated after charging:

	2023 £	2022 £
Depreciation	73,772	78,944
Operating lease rentals:		
Photocopier	2,161	1,387
Auditor's remuneration (excluding VAT):		
Over/Under accrual from prior year	–	1,901
Audit	10,200	9,750
	<u>10,200</u>	<u>9,750</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	2,342,571	1,972,186
Social security costs, ER NIC	226,301	174,118
Employer's contribution to pension schemes	93,523	77,412
	<u>2,662,395</u>	<u>2,223,717</u>

1 employee earned (excluding employer national insurance and employer pension) between £80,000 and £90,000 during the year (2022: 1 between £80,000–£90,000).

The total employee remuneration including pension contributions and national insurance of the key management personnel was £266,251 (2022: £184,482).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

No trustee expenses paid or reimbursed in the year (2022: £55).

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Support Services	46	40
Community Projects	5	2
Advocacy Projects	12	12
Employment, advice & information	16	17
Support	7	6
Governance	1	1
	<u>87</u>	<u>78</u>

8 Related party transactions

There are no related party transactions to disclose (2022: none) other than those already disclosed in note 6. There were Trustee donations of £1076 (2022: £748), these were paid without conditions.

Notes to the financial statements

For the year ended 31 March 2023

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Long leasehold premises £	Fixtures and equipment £	Computer equipment £	Total £
Cost				
At the start of the year	895,202	170,673	84,440	1,150,315
Additions in the year	-	15,038	1,812	16,850
Disposals in the year	-	-	-	-
At the end of the year	895,202	185,711	86,252	1,167,165
Depreciation				
At the start of the year	602,809	95,023	71,221	769,053
Charge for the year	43,287	17,154	13,332	73,773
Eliminated on disposal	-	-	-	-
At the end of the year	646,096	112,177	84,553	842,826
Net book value				
At the end of the year	249,106	73,534	1,699	324,339
At the start of the year	292,393	75,650	13,219	381,262

All of the above assets are used for charitable purposes.

11 Debtors

	2023 £	2022 £
Trade debtors and accrued income	45,795	385,252
Prepayments	22,119	21,963
	67,914	407,215

12 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	27,579	55,142
Taxation and social security	51,378	46,534
Pension contributions creditor	691	965
Defined benefit pension liability (note 15)	7,389	7,389
Accruals	17,864	31,470
Deferred income (note 13)	217,169	177,899
	322,070	319,399

Notes to the financial statements

For the year ended 31 March 2023

13 Deferred income

Deferred income totalling £217,169 represents funding received prior to the financial year end relating to services to be delivered in the period commencing 1 April 2023 from Talking Therapies Equipment cost £10,013, Pemberton Barnes £4,000, CAF Our voices £5,956, Garfield Weston £18,750, Redbridge Peer Support £15,177, Tower Hamlets Connectors £7,773, Newham Connectors £22,658, Complaints Advocacy £10,250, New Horizon £3,017, Young Minds Redbridge £49,570, EDI Role £40,000 and Bereavement Service £30,000.

	2023 £	2022 £
Balance at the beginning of the year	177,899	65,066
Amount released to income in the year	(177,899)	(65,066)
Amount deferred in the year	217,169	177,899
Balance at the end of the year	<u>217,169</u>	<u>177,899</u>

14 Creditors: amounts falling due after one year

	2023 £	2022 £
Defined benefit pension liability	6,157	13,546
	<u>6,157</u>	<u>13,546</u>

The Pensions Trust advised in the last triennial valuation that MITHN are required to make annual contributions of £7,389 from April 2022 with further payments set out in note 15 until August 2025, giving MITHN a total liability of £12,929 (2022: £20,281).

15 Pension schemes

SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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 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.

Notes to the financial statements

For the year ended 31 March 2023

15 Pension schemes (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:		£3,312,000 per annum	Payable monthly
---------------------------------------	--	-------------------------	-----------------

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:		£11,243,000 per annum	(payable monthly and increasing by 3% each year on 1st April)
---	--	--------------------------	---

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2023 (£s)	31 March 2022 (£s)	31 March 2021 (£s)
Present value of provision (discounted)	12,929	20,281	107,291

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2023 (£s)	Period ending 31 March 2022 (£s)
Provision at start of period	20,281	107,291
Unwinding of the discount factor (interest expense)	382	619
Deficit contribution paid	(7,389)	(27,151)
Remeasurements – impact of any change in assumptions	(345)	(466)
Remeasurements – amendments to the contribution schedule	–	(60,012)
Provision at end of period	12,929	20,281

15 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2023	Period ending 31 March 2022
	(£s)	(£s)
Interest expense	382	619
Remeasurements – impact of any change in assumptions	(345)	(466)
Remeasurements – amendments to the contribution schedule	–	(60,012)
Contributions paid in respect of future service*	–	–
Costs recognised in income and expenditure account	–	–

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.52	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions – The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2023 (£s)	31 March 2022 (£s)	31 March 2021 (£s)
Year 1	7,389	7,389	27,151
Year 2	6,157	7,389	27,965
Year 3	–	6,157	28,804
Year 4	–	–	24,724
Year 5	–	–	–
	13,546	20,935	108,644

Notes to the financial statements

For the year ended 31 March 2023

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	113,385	210,954	324,339
Net current assets	319,207	125,000	-	444,207
Long term liabilities	(6,157)	-	-	(6,157)
Net assets at 31 March 2023	313,050	238,385	210,954	762,389

16b Analysis of net assets between funds (prior year restated)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	148,285	232,977	381,262
Net current assets	346,264	125,000	-	471,264
Long term liabilities	(13,546)	-	-	(13,546)
Net assets at 31 March 2022	332,718	273,285	232,977	838,980

17a Movements in funds (current year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Pears Fund	-	36,322	(36,322)	-	-
CAF Our Voices	-	33,333	(33,333)	-	-
One place East	-	18,995	(18,995)	-	-
TH Community Connectors	-	38,866	(38,866)	-	-
Newham Community Connectors	-	113,292	(113,292)	-	-
New Horizon – City Bridge	-	34,933	(34,933)	-	-
Mums Matter	-	4,999	(4,999)	-	-
Big Lottery – LEAP	-	29,009	(29,009)	-	-
LBTH – Upskills	-	34,475	(34,475)	-	-
Rapid Study with Mind	-	30,987	(30,987)	-	-
Building fund	232,977	-	(43,287)	21,264	210,954
Total restricted funds	232,977	375,211	(418,498)	21,264	210,954
Unrestricted funds:					
Designated funds:					
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support costs	15,000	-	-	-	15,000
Employment costs	55,000	-	(25,166)	25,166	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	148,285	16,850	(30,486)	(21,264)	113,385
Total designated funds	273,285	16,850	(55,652)	25,166	238,385
General funds					
Excluding long term pension liability	346,245	2,913,237	(2,928,984)	(11,291)	319,207
Long term pension liability	(13,546)	-	-	7,389	(6,157)
Total general funds	332,699	2,913,237	(2,928,984)	(3,902)	313,050
Total unrestricted funds	605,984	2,930,087	(2,984,636)	-	551,435
Total funds	838,961	3,305,298	(3,403,134)	-	762,389

Notes to the financial statements

For the year ended 31 March 2023

17b Movements in funds (prior year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Pear Fund	-	39,685	(39,685)	-	-
CAF Our voice (Diversity and Inclusion) City	-	49,200	(49,200)	-	-
LBTH Infection Control	-	25,647	(25,647)	-	-
One place East	-	18,995	(18,995)	-	-
Safespace Café	-	5,000	(5,000)	-	-
Muslim Forum	-	4,000	(4,000)	-	-
New Horizon-City Bridge	-	36,600	(36,600)	-	-
Mums Matter	-	20,722	(20,722)	-	-
Big Lottery-LEAP	3,348	86,200	(89,548)	-	-
LBTH-Upskills	-	34,471	(34,471)	-	-
Building fund	255,000	-	(22,023)	-	232,977
Total restricted funds	258,348	320,520	(306,206)	-	232,977
Unrestricted funds:					
Designated funds:	-	-	-	-	-
Maintenance and Renewals	-	-	-	40,000	40,000
IT Support cost	-	-	-	15,000	15,000
Employer Costs	-	-	-	55,000	55,000
Staff contingency costs	-	-	-	15,000	15,000
Fixed asset funds	197,406	7,800	(56,921)	-	148,285
Total designated funds	197,406	7,800	(56,921)	125,000	273,285
General funds					
Excluding long term pension liability	242,428	2,716,755	(2,480,549)	(132,389)	346,245
Long term pension liability	(80,140)	59,205	-	7,389	(13,546)
Total general funds	162,288	2,775,960	(2,480,549)	(125,000)	332,699
Total unrestricted funds	359,694	2,783,760	(2,537,470)	-	605,984
Total funds	618,042	3,163,485	(2,843,676)	-	838,961

Purposes of restricted funds:

Pears Fund (completed May 2022). This project is a racial equity fund and supports the delivery of our anti racist strategy. The project works with BAME Muslim women to create safe spaces to talk about mental health and have access to mental health support services. The project mainly funds salaries.

CAF Our Voice, Diversity and Inclusion (completed May 2022). This grant allowed MindTHNR to develop our model inreach access and engagement for seldom heard communities in Redbridge and was part of our strategic objective to becoming Mind in Redbridge.

One Place East (completed September 2022). Funded Mums matter in Redbridge and in-reach into diverse communities to develop people with mental health as peer leaders.

Tower Hamlets Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stepney and Wapping PCN. This will increase to two workers in 2023.

Newham Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stratford PCN. This is three team members.

New Horizons. City Bridge have funded a post to support a peer led service in Tower Hamlets, improving access to health provision and reduce the risk of homelessness. All income funds direct costs i.e. salaries and wages.

Mums Matter (completed June 2022) – This project works with Mums who are struggling with their mental health in the peri-natal period to build resilience and develop strategies to manage and improve their mental health, with a strong emphasis on peer support. All income funds direct costs i.e. salaries and wages.

LEAP project (completed August 2022) – Reaching Communities (Big Lottery) funded the LEAP project offering Peer Leadership Training opportunities as well as establishing a wide range of Peer Led groups across Tower Hamlets, Newham and Redbridge.

Upskill – In partnership with Working well Trust, we deliver the Upskill project that promotes access to work and supports people into training, work experience and work placements. All income funds direct costs i.e. salaries and wages.

Rapid Study with Mind. Funded through the national institute of health research to find out which intervention method is best at supporting clients with suicidal thoughts and feelings. All income funds direct costs.

Building fund – the balance above represents the long leasehold premises purchased by a restricted capital grant.

Purposes of designated funds

Fixed assets funds represents the net book value of the tangible fixed assets acquired using unrestricted funds.

Maintenance and Renewals funds include costs that may be incurred for maintenance of premises operated by the charity.

IT Support costs includes provisions for purchase of additional/replacement IT equipment.

Employment Costs. We have created a designated fund to support employment costs including potential redundancy cost and salary uplifts which have not yet been agreed.

Staff contingency funds include provisions for additional staff costs that could occur in the year e.g. maternity cover, long term sickness absence etc.

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods

	Equipment	
	2023	2022
	£	£
Less than one year	2,942	2,728
One to five years	5,098	2,599
	<hr/>	<hr/>
	8,040	5,327
	<hr/> <hr/>	<hr/> <hr/>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Mind in Tower Hamlets, Newham and Redbridge

England & Wales - Charity number 1006927

Accounts

Company number: 2643905

Charity Number: 1006927

Mind in Tower Hamlets and Newham

Report and financial statements
For the year ended 31 March 2022

Mind in Tower Hamlets and Newham

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For the year ended 31 March 2022

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Mind in Tower Hamlets and Newham

Reference and administrative information

For the year ended 31 March 2022

Company number 2643905 – incorporated in the UK

Charity number 1006927 – registered in England and Wales

Registered office and operational address 13 Whitethorn Street
London
E3 4DA

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Angela Shannon	Chair (appointed 5 May 2021), Chair of HRGSC (Stood down as Chair of HRGSC 15 July 2021)
John Whitehead	Chair HRGSC (appointed 15 July 2021)
Ajay Aggarwal	Vice Chair
Jonathan Rae	Treasurer
Nick Aellen	
John Whitehead	
Holly Taylor	
Dimitrios Goumenos	
Fernan Flores	
Lisa McLean	
Jane Oldfield	
Stephanie Rogers	(appointed 5 May 2021)
Max Woolfson	(appointed 5 May 2021)
Asif Dhanani	(appointed 4 August 2021)

Company Secretary Michelle Kabia

Key management personnel	Michelle Kabia	Chief Executive Officer
	Rehana Abbasi	Finance Manager
	Shahan Islam	HR and Governance Director
	Joanna Boldeau	Operational Director
	Fiona Scaife	Operational Director
	Edmund Glynn	Operational Director (resigned 26 November 2021)
	Linsley Benjamin	Operational Director (appointed 22 November 2021)
	Shelu Miah	Operational Director (appointed 1 February 2022)

Mind in Tower Hamlets and Newham

Reference and administrative information

For the year ended 31 March 2022

Bankers National Westminster Bank
PO Box 10862
180 Shoreditch High Street
London, E1 6HY

Auditor Sayer Vincent LLP
Chartered Accountants and Statutory Auditors
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Mind in Tower Hamlets and Newham

Trustees' Annual Report

For the year ended 31 March 2022

The Trustees present their report and the audited financial statements for the year ended 31 March 2022.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Foreword by Chair and CEO

We are delighted to present our Annual Report for 2021–2022 on behalf of the Board of Trustees of Mind in Tower Hamlets and Newham (“MITHN”).

As part of the national Mind federation, MITHN transforms lives through operating a range of mental health support, talking therapy, advocacy and employment services in Tower Hamlets, Newham, Redbridge, and Havering. We have supported over 8,000 people during the last 12 months representing a 38% increase in client contacts. Our work has a direct impact on our clients as well as their friends, families, colleagues and the wider community.

In 2021, as the world entered the second year of the pandemic, we saw an increase in demand for mental health services. To meet this need we expanded our talking therapies, employment, and mental health services, along with our community advocacy and information and advice projects. We delivered a number of new services in Redbridge and across North–East London and have developed an alliance with local Minds to meet the wider regional demands for mental health.

Financially, the charity has had another year of growth and achievement across all of our services. To ensure our organisation remains sustainable and resilient we have further developed our Strategic Plan to ensure our ability to tackle new and emerging issues facing our sector. This includes the response to Mental Health Transformation Agenda, the development of the North–East London Integrated Care System (North–East London Health and Care Partnership) as set out in the new legislation passed by government and the dissolution of the CCG, our ongoing response to the Covid–19 pandemic and the consequence of financial pressures as a result of the war in Ukraine and the ongoing Brexit issues.

Like many health and social care organisations we are facing significant pressures in staff recruitment, retention and offering a work–life balance for our team. We are collaborating with staff around issues such as workplace wellbeing, hybrid working and continuous professional development opportunities for our staff.

We launched our strategy towards becoming an anti–racist and anti–discrimination organisation in September 2021 and have continued to work with staff, clients, and local providers to develop culturally competent, accessible, and inclusive services for our local community. We are working with Mind in Haringey on an exciting research project with the Advancing Mental Health Equality research project and have developed a steering group with local organisations, community leaders and people with lived experience. The aim is to design and test models of support for people from ‘seldom heard’, racialised and marginalised communities, where the urgency and need for mental health support is great. We listened to our clients’ experiences of Health Inequalities in Tower Hamlets and Newham and shared their stories and experience with local decision makers in the NHS and within the Local Authority.

As always, we could not have delivered any of our services without the dedication, commitment and passion of our team and partners. We are hugely proud of the achievements of our senior

Mind in Tower Hamlets and Newham

Trustees' Annual Report

For the year ended 31 March 2022

leadership team, staff, peer leaders and volunteers who have worked harder than ever to meet the changing needs of our clients and remained creative, innovative, and enthusiastic throughout a challenging year.

We continue to be grateful to our commissioners, funders, and partners for enabling us to support even more people facing mental health concerns. We have been delighted with the level of support from our corporate sponsors, local fundraisers and community who have supported our fundraising events throughout the year.

Finally, we want to thank our advisors and Trustees for giving us their time, support, and expertise over the last 12 months.

We look forward to continuing our great work in the coming year.

Warm regards



Angie Shannon
Chair



Michelle Kabia
CEO

Objectives

To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorder or conditions of emotional or mental distress (with due consideration to gender, race, sexuality, age, culture and disability) requiring advice or treatment in the London borough of Tower Hamlets, the London borough of Newham, and surrounding boroughs (Redbridge, Havering, Barking and Dagenham), in association with Mind (the National Association for Mental Health) and in accordance with the aims and objectives of Mind.

Public Benefit Statement

The Trustees consider that they have complied with Section 17 of the Charities Act 2011 with regards to the guidance on public benefit published by the Charity Commission.

The Trustees review the aims, objectives, and activities of the charity each year. This report considers the charity's achievements and its outcomes in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and Performance

The charity's main activities are described below. All its charitable activities focus on the development of services for clients who suffer mental health distress and/or emotional needs residing in Tower Hamlets and Newham and neighbouring boroughs. These charitable activities are undertaken to further Mind in Tower Hamlets and Newham's charitable purposes for the public benefit.

During the year working with Mind, the London boroughs of Tower Hamlets, Newham, Havering and Redbridge, and other partner agencies, we campaigned to challenge discrimination and reduce stigma around mental health.

Covid-19 and Hybrid Working Arrangements

In line with the UK Government directives and the end of Covid-19 Restrictions, our organisation reverted to normal operations with staff returning to office-based delivery from 19 July 2021. The pandemic has radically changed where, how, and when staff work. We know that choice and flexibility are important to staff and that what works for some will not work for others. We want to support our staff to do their best work, have a good work life balance, work flexibly whilst staying

connected and being able to carry out their role. As a result, we took this opportunity to introduce hybrid working arrangements for roles which can be delivered through hybrid working. The framework for hybrid working was implemented in February 2022, and eligible staff are now working from the office and remotely.

Policy Review

Our organisation has seen many changes in this past year, which has changed our culture, working environment and organisational expectations. This has resulted in a review of a number of policies, in particular HR related policies and health and safety policies. The following policy documents have seen the most significant changes:

- Code of Conduct
- Disciplinary/ grievance procedures
- Complaints Policy
- Professional Code of Ethics

Our Services

The charity's main activities are outlined below. All its charitable activities focus on the development of services for clients who have mental health distress and/or emotional needs residing in the London boroughs of Tower Hamlets, Newham, Redbridge, and Havering and the surrounding North East London boroughs.

During the year, we have amended our governing documents to widen our geographic reach to include Redbridge and surrounding areas. These charitable activities are undertaken to further Mind in Tower Hamlets and Newham's charitable purposes for the public benefit.

Support Services

Connecting Communities – Tower Hamlets Recovery and Wellbeing Service

The Connecting Communities Service is the first point of access for residents of Tower Hamlets to access community mental health support, advice, and information and supports people to navigate through their mental health. We offer opportunities for people to explore connectedness and hope and to identify meaning and empowerment. The service is a part of the wider Recovery and Wellbeing Services funded through the local authority. During 2021–2022, the service supported over 2,000 clients to access local services, support and attend a programme of activities and groups in partnership with local providers, including: Co–Create, St Hilda's, and the Recovery College. We deliver our service collaboratively with people who have lived experience, local community organisations and our team. Our key focus through our co–production hub has been to work with our clients and support them to have a greater voice and influence over the care they receive and how services are designed, developed and delivered.

The main elements that the service delivers are:

- Mental Health Navigation – providing advice, information, and support to connect with local resources.
- Housing and Welfare Benefits – providing housing support for people with mental health to navigate through housing issues, repairs and housing and benefit applications. The key focus of the team is to ensure that people have financial stability and independence to thrive.
- Co-produced Groups and Activities – the service provides weekly groups and activities, structured around the five ways to wellbeing. Over 50% of the groups are delivered by peer leaders who have been trained by our LEAP project.
- Get Active Get Involved – provides opportunities for people who access the services to co-design and co-deliver services and to influence borough-wide mental health and wellbeing strategies and services.

Mums Matter

Our Mums Matter service is delivered in Tower Hamlets, Newham and Redbridge providing support through a six-week CBT based programme which supports women in the perinatal period to develop strategies and to practice self-care through mindfulness and meditation techniques. The project connects new mums with each other through peer support. We have trained mums to be peer supporters and to co-facilitate the structured programme. We have transformed to digital delivery during the pandemic through our partnership with Mind, where we led on sharing good practice and redesigning the digital programme which was shared across other delivery agents involved with the Mums Matter programme. We were able to increase one-to-one support and visibility. Following the great work achieved this has led to further funding being received in Redbridge as part of the strategic alliance to offer this project to Redbridge communities. In 2021–2022 we provided support for almost 150 mothers, through workshops such as the structured course, mindfulness, and social activities. We have trained two of the women who accessed the service to co-facilitate the project with us.

Counselling

We offer talking therapies within both Tower Hamlets and Newham. We deliver our counselling services in partnership with East London Foundation Trust and Newham local authority. In Tower Hamlets we offer brief counselling, bereavement counselling, early bereavement support, and employment support for clients accessing the service. In Newham we offer the Newham Bereavement Service and the Newham Talking Therapy Service which delivers brief counselling. We deliver over 7,000 hours of counselling every year to over 1,100 individuals.

Newham Bereavement Service

The Newham Bereavement Service is commissioned by London Borough of Newham and provides a range of bereavement services including early bereavement, complex bereavement support, bereavement support for people with learning disabilities and autism. The service is accredited by the British Association for Counselling and Psychotherapy (BACP) and is delivered by paid and volunteer counsellors. In 2021–22 this service supported 380 people to cope with grief and loss by providing one-to-one and group counselling sessions.

New Horizons

The funding through City Bridge Trust has enabled MITHN to set up the New Horizons service to work with people struggling with their mental health and at risk of homelessness to develop a mechanism of peer support when they need it the most. We have supported 51 clients to develop their network of peer support in Tower Hamlets and have improved access to services through 1:1 coaching and peer support groups. We have developed 11 people with lived experience of mental health and homelessness to co-facilitate groups with MITHN and partner organisations. We have developed a network of peer support groups including culturally specific support at local day centres and hostels.

Community Suicide Prevention Hub

The Suicide Prevention Community Hub – Safe Connections offer remote access for support for people who are facing suicidal thoughts and who are not accessing mental health services. The Community Hub operates across the North East London boroughs Barking and Dagenham, City of London, Hackney, Havering, Newham, Redbridge, Tower Hamlets, and Redbridge. We have formed an alliance with these local Minds, known as Mind in East London. Since the launch of the Service in September 2021, we have successfully supported over 50 people to reduce the risk of suicide and connected with over 500 local businesses, organisations, and faith centres to increase the awareness of support for people facing suicide.

Community Projects

LEAP

The Leap Project, funded through the Big Lottery Reaching Communities Fund, has continued to support people throughout the pandemic and shone a bright light of hope following lockdown. During 2021–2022 we trained over 60 people with lived experience of mental health to become leaders in their communities and to co-produce innovative groups. Peer leaders have taken a lead role in tackling health inequalities within Tower Hamlets, Newham and Redbridge, while being a support system for each other through the challenges of 2021–2022. The LEAP project and peer leaders have been at the forefront of transforming the delivery of our services and challenging for change within their local communities.

Advocacy Services

Our advocacy services are delivered in the community, care homes and within mental health units and other hospital settings, enabling people to have a voice and to be involved in, and influence, decisions being made about their treatment and support. The service enables people to secure their rights, safeguard individuals, obtain access to the services they believe they need, and to make informed decisions.

Our advocacy services include the Newham Adolescent Advocacy Service, the Newham NHS Complaints Advocacy Service, the Independent Mental Health Advocacy Service in Tower Hamlets, and the Havering Integrated Advocacy Service. This also includes the statutory provision of Independent Mental Health Advocacy under the Mental Health Act, community advocacy, Advocacy under The Care Act, and Independent Mental Capacity Advocacy – both of which support

individuals who do not have capacity to make, or who would have difficulty in making certain key decisions. In addition, we support individuals to ensure that the choice for social services to decide where someone may live, has been made in their best interests and to ensure that their wishes, feelings, and values are represented.

As part of North East London Foundation Trust's (NELFT) Transformation plan, we provide an independent voice in raising concerns and issues by advocating on behalf of people who are inpatients in the Sunflowers Court in Goodmayes Hospital.

We achieved the Quality Standard for Advocacy (QPM) and we have been commended for the quality of our provision across all our services. The advocacy service supported nearly 1,500 individuals over the last year including 288 people detained under the Mental Health Act, with 104 young people receiving advocacy, as well as supporting over 400 Newham residents to access the NHS complaints process.

Employment / Advice and Information

Employment Services

The impact of the pandemic on people in Tower Hamlets, Newham, and Redbridge, continues to be felt with job insecurity, potential redundancy and economic disadvantage. We are committed to working with our clients to increase their wellbeing and career opportunities through enabling access to and success in paid employment through the development of social enterprise, training, placement, and supported employment.

- In partnership with ELFT we deliver the Individual Placement and Support (IPS) employment service in Newham. IPS is an evidence-based model that places people who receive support from statutory mental health services into paid employment in line with their career preferences. The service is integrated with the statutory mental health service with a manager and six employment specialists, each of whom are embedded in clinical community teams. In 2021-22 this service has worked with 195 people and supported 72 people into paid work in and around Newham. This consists of a diverse range of job roles, including health care assistant, peer support worker, HR advisor, IT specialist, pharmacist and warehouse worker.
- In 2021-22 The Tower Hamlets Talking Therapies Employment Service achieved the internationally recognised Matrix Standard for its quality of work. Integrated within the Tower Hamlets Talking Therapy Service, this large team of 10 employment advisors supports clients with common mental health issues to recover through accessing employment support and advice. Working in partnership with East London Foundation Trust and the government's Department of Work and Pensions and the Work & Health Unit we are making a real impact on clients' opportunities to sustain employment or access new opportunities with the team's support. In 2021-22 we supported 732 people in their recovery through successful engagement with them. Following our intervention 378 people were successful in returning to or retaining their employment. A total of 354 people were supported to find work. People who were supported to succeed ranged from senior executives to first time job seekers and included those who are long term unemployed.

- We worked in partnership with Working Well Trust to deliver the Upskill project in Tower Hamlets, which provides support to adults with mental health issues in Tower Hamlets to move forward in their careers through accessing voluntary work, education, training, or paid employment. In 2021–22 this project supported 240 Tower Hamlets residents with mental health issues. 100 people successfully accessed training or education, 50 successfully accessed voluntary work, and 16 were supported into paid employment.

Strategic Planning

Mind in Tower Hamlets and Newham operate within a 5-year strategic plan that is drawn up with the involvement of staff, Trustees, clients, and commissioners. In April 2019 we launched our strategic plan for the period 2019–2024. We continue to review our strategic objectives and organisational values, in light of recent events. The political, economic, social, technological, legal and environmental ('PESTLE') landscape has changed considerably since our last strategic plan. In March 2022, we held a strategic refresh event with Senior Leaders and Trustees using PESTLE analysis to identify factors that may affect our strategic decision making. Following the event, we will continue conversations with staff and review our strategic plan.

We are focused on delivering services where we have the expertise and capabilities to benefit those with mental health issues in Tower Hamlets, Newham, and neighbouring boroughs. Our broad experience and record for delivering high quality services is enabling us to broaden our reach both geographically and through development of new services. This is often in collaboration with other delivery partners whose expertise and capabilities complement our own and we now have 18 active partnerships. We have successfully bid for and secured funding to develop and expand the peer leadership programme across the borough of Redbridge. We will continue to develop peer led services, services which are co-produced and designed by and for people with mental health issues and embed co-production principles across all our work. We continue to prioritise services that focus on wellbeing, building resilience, promoting mental health recovery and more recently work around health equity amongst marginalised communities. This has been aided through additional funding that support inclusion and diversity programmes.

Becoming an anti-racist organisation

As a result of the disproportionate impact of Covid-19 on the BAME community staff, the murder of George Floyd and the Black Lives Matter Movement Trustees agreed to develop our strategy towards becoming an anti-racist organisation. This strategy was launched in September 2021. Our action plan holds the organisation to account and monitors our progress towards our ambition. We have developed a model of 'Community In-reach Access and Engagement', which ensures that as an organisation we are listening to our communities who are not represented in traditional mental health services and working with them as allies to ensure they have improved access, experiences, and outcomes.

We were awarded the Equality and Diversity Excellence award from Mind in 2020 which is great recognition of the work that we are currently doing. However, we recognise that this work is ongoing. We will continue to monitor our progress against our commitments and set new goals as

part of the review process. We understand that this is a live document and that there is more work to be done with culturally diverse communities to further reduce the barriers they may face in accessing our services. To date progress has been achieved at a good pace and we have largely accomplished our actions against our commitments.

Becoming an anti-racist organisation is not a tick box activity for us. We know that this is not an easy task, but we are committed to developing a clear strategy. Our vision is that being an anti-racist organisation will be embedded in our systems, policies and practices, recruitment, staff management and client work. We are committed as leaders within mental health to continue to develop services and support that does not limit people of colour to ensure that they have equity in accessing mental health services.

Over the last 12 months we have:

- Continued the 'listening campaign' with staff about the impact of racism on their lives and work.
- Developed a model of in-reach to provide increased information, access and engagement to communities that experience discrimination and stigma.
- Explored faith-based models of peer support.
- Worked closely with Mind in Haringey on the Advancing Mental Health Equality project led by the Royal College of Psychiatry.
- Set up a partnership steering group with local organisations and community leaders to design and test models of support for seldom heard from communities.
- Initiated a review of our Equality and Diversity Policy which will be replaced with an Equality, Diversity, and Inclusion ('EDI') Policy. We will be delivering training to staff with leadership roles to encourage a greater understanding and application of the policy document in practice.
- Reviewed the skills base of our Board of Trustees and commenced a targeted recruitment process to increase EDI expertise on the Board.
- Continued to monitor and assess our achievements against the action plan, stemming from this work.

Strategic Objectives

Our Strategic Objectives are:

Objective 1 – Our Services: Seamless Quality across the Board

We deliver services of the highest quality and provide support to those that need us the most.

To achieve this, we:

- Maintain our quality marks and standards and explore new areas to achieve standards in.
- Expand the geographical reach of our current services where possible.
- Develop new, innovative services to meet the needs of our clients.
- Become a specialist in employment for mental health.
- Increase the services we offer to young people.
- Review and improve how we measure our impact.

Objective 2 – Our Voice: Challenging Clichés

We champion an authentic voice in mental health conversations.

To achieve this, we:

- Enable our clients to share their experiences with others and wider society.
- Improve our online presence and digital outreach.
- Engage with national campaigns.
- Work with local organisations to reduce stigma and discrimination.
- Explore the potential to do targeted work to reduce stigma in different communities.

Objective 3 – Our Clients: Empowerment for All

We support empowerment for all clients across all aspects of our organisation.

To achieve this, we:

- Embed co-production across all our work and services.
- Provide integrated support for people facing multiple disadvantages.
- Develop our Peer Support and Peer Leadership models.
- Conduct more outreach into 'hard to reach' communities and demographics.
- Review and improve how we use feedback.

Objective 4 – Our Network: Collaboration equals Success

We nurture and expand our network from formal partnerships to engagement with local organisations. We will also become a centre of excellence for volunteering.

To achieve this, we:

- Increase the scope and effectiveness of our partnership working.
- Take a strong role in the development of the London Mind network.
- Map and engage with a wider range of local organisations.
- Create a volunteering strategy and become a centre of excellence for volunteering.

Objective 5 – Our Capacity: Sustainable Growth

We grow our organisation sustainably to reach more people who need our help.

To achieve this, we:

- Maintain our financial health and diversify our income sources.
- Build a strategic alliance with Havering Mind.
- Maximize the wellbeing and effectiveness of our team.
- Develop our digital capacity and strategy.
- Improve our working environment.

Click on this link to read our Strategic Plan in full

<https://view.pagetiger.com/MITHN-Strategic-Plan-2019-24/MITHN-Strategic-Plan-2019-24>

New Strategic Projects

Pears Fund

As a response to our journey towards becoming an anti-racist and anti-discriminatory organisation and through our partnerships with the local communities in Tower Hamlets, Redbridge and Newham we were funded for 18 months through the Pears Racial Equity Fund facilitated by National Mind to set up and deliver "Safe Spaces" for BAME Muslim Women.

We have successfully partnered with six local mosques and faith centres in Tower Hamlets, Redbridge and Newham and trained eight peer leaders to lead the facilitation of the weekly safe spaces. The project has supported over 100 women to have a greater voice and increase access and engagement with services in their locality. This project has enabled us to reach seldom heard and racialised communities as well as improve our clients access to services.

Tower Hamlets Transition Project

Through our ongoing service delivery within Tower Hamlets through the Connecting Communities Service, we were asked to support the local commissioners and adult social care service to support clients who were impacted by the closure of Prichard Road Day Service. We have supported over 40 people to transition into alternative day service provision and to connect with local community services. We have collaborated with clients to explore ways to maintain their mental health and wellbeing following the closure of the day service.

Redbridge Support Time Recovery Workers

As part of the wider mental health transformation agenda in Redbridge we were asked to develop 7 support time recovery workers to support the NELFT services during the transition of services. The team have been working in partnership with NELFT to support the multidisciplinary locality-based Mental Health and Wellness Teams (MHW Teams) holding responsibility for promoting a recovery model of care by providing assessments, delivering support, and meeting the needs of clients.

Redbridge Peer Support

We successfully tendered for a new service in Redbridge delivering peer support for people accessing NELFT mental health services. Our peer support workers, a key component to the mental health transformation programme, are working in an integrated way within the neighbourhood teams across Redbridge to provide a recovery focused support service for people experiencing common and severe mental health issues. Funded from November 2021 to November 2023, our team have been trained to utilise their own lived experience of mental health issues to work effectively alongside clients in an equal partnership on their journey towards independence and recovery. Our work here involves:

- Delivering both case management i.e., one-to-one and community led groups.
- Offering practical support alongside more intensive psycho-social support and key-working for clients and carers.
- Supporting the development of peer-led activities and groups – championing social inclusion and recovery.

Our growing partnership with NELFT in Redbridge has resulted in an additional post in the borough, the rapid peer support worker funded by the Health Technology Assessment grant provided by the National Institute of Health Research (NIHR) for 12 months. The project involves examining digital interventions for suicide in those experiencing a mental health crisis (the RAPID study) and started in April 2022.

Workplace Wellbeing training for small businesses

We have been awarded a grant from Tower Hamlets Council to deliver a range of mental health training sessions for small/micro businesses within Tower Hamlets. The aim is to deliver training to small organisations within the borough to educate and destigmatise mental health and create strong in-house processes of support for as many organisations as possible. The primary outcome from this initiative is to develop mental health awareness and support organisations to develop a workplace wellbeing strategy supporting people facing mental health in the workplace.

Clare House Support Service

We have worked closely with Clarion Housing to provide rapid and immediate support for their local tenants in housing crisis to provide wellbeing support and access to peer support, therapy, and wellbeing groups.

Volunteers

Mind in Tower Hamlets and Newham works with a large number of volunteers. This includes the Trustees who volunteer their time to oversee the strategic direction of the organisation and ensure that we are delivering services in line with our objectives and charitable purpose. Trustees devote a considerable amount of their time each year to attend meetings and to support the organisation.

We encourage people with lived experience of mental health to volunteer. This opportunity can support clients with their recovery as well as enabling them to regain confidence and skills that enable them to get back into employment. We can work with between 12–15 volunteers with lived experience at any one time. These volunteers may support the design, development and delivery of groups and activities, planning support services with staff, facilitating service user led groups and peer support groups.

Our counselling service model includes volunteer counsellors on placement as well as paid clinical counsellors. This service works with approximately 40 volunteer counsellors on placement, each providing four hours of counselling per week. This represents approximately 8,000 hours of volunteer support which equivalent to over 6 FTE staff.

Kickstart Apprenticeship Programme

In July 2021, we took on two new starters from the Government funded Kickstart programme to provide administrative support. We are pleased to report that contracts of employment have been offered to both staff allowing us to retain them as our employees beyond their six-month placement end date.

Following the success of the first round of this programme, we subsequently applied for and were awarded an additional five Kickstart apprentices who joined us in February 2022. All five apprentices have been allocated to different services and have settled in well to their role.

This service offers young people access to work and the opportunity to build up their CV and explore potential roles in the community once they have completed their apprenticeship. We are working closely with the apprentices to support them to access ongoing paid work.

Protection of vulnerable people and other members of the public

Mind in Tower Hamlets and Newham are committed to supporting vulnerable people and protecting members of the public. We are a local community mental health resource and offer information, advice, and guidance to anyone who contacts us. We are committed to ensuring that local people access the right support at the right time and offer a signposting or navigation service to people if we do not deliver the support that they are requesting. We have a strong commitment to vulnerable people and have embedded excellent safeguarding policies and practices so that we are responsive to those who are most vulnerable and can offer the right support to meet their complex needs.

Financial Review

In the financial year 2021/22, Mind in Tower Hamlets and Newham had a total income of £3,045,094 (2021: £2,494,568), representing a 22% increase in income. Total expenditure of £2,883,361 (2021: £2,351,122) increased by 23%. This resulted in an operating surplus for the year of £161,734 (2021: surplus of £143,446).

The pension fund updates resulted in a gain of £59,205 (2021: £0). The overall pension liability has reduced by £87,010 to £20,281 (2021: £107,291). Expenses have been added for the next three years on top of the annual deficit contributions, 2022: £8,259 (2021: £0) and £17,269 in the next two years. We have been instructed not to accrue for these future expenses. This results in the total liability over one year being £13,546 (2021: £80,140).

These adjustments have resulted in a total surplus of £220,939 for the year (2021: £143,446).

Our unrestricted funds have increased by £246,310 to £606,004 (2021: £359,694). We have designated a total of £273,285 (2021: £197,406), of which £148,285 (2021: £197,406) cover the depreciation of our fixed assets which are not covered by restricted funds and £125,000 (2021: £0) of these are designated allowances for potential costs identified. This leaves general unrestricted funds at £332,719 (2021: £162,288).

We remain vigilant about the organisation's expenditure and running costs to ensure that we can deliver our services in a financially secure manner, whilst continuing to grow unrestricted funds. Both our strategic plan and our operational business plan are ambitious about growth and the delivery of high-quality service to our clients.

We are committed to continually reviewing and improving our financial regulations policy, procedures and accounting systems and are confident that the information within the system is accurate and transparent and therefore provides management, Trustees, and stakeholders with a clear view of our financial health.

Going Concern

As a result of continued expansion of services and careful cost control the charity has realised an increased operating surplus in the current year, strengthening financial resilience. The Trustees regularly review operational budgets and cash flow projections alongside operational and financial risks in order to ensure that the charity remains financially robust and to assess the charity's ability to meet its liabilities as they fall due and to continue to trade as a going concern. The charity benefits from good visibility of contracted income for the large majority of the services it provides which assists this exercise.

The continuing improvement in financial performance and reserves once again supports the preparation of these accounts on a going concern basis. Additional detail of the reserves position in the context of the reserves policy is provided below.

Since the period end, the Trustees have considered the impact of the Covid-19 pandemic on its operations and funding position. Both have remained robust throughout the Covid-19 pandemic as the charity rapidly shifted to services being provided remotely as well as securing additional funding to support the transition required and to expand its services to start to address the mental health impacts of the pandemic.

We remain committed to reviewing our strategy and operational planning to enable us to develop new services with a firm funding base whilst continuing to control our operating costs. Mind in Tower Hamlets and Newham has seen significant growth in the recent years and is operating with a solid foundation of secured funding. Trustees are committed to continuing to develop the service and to ensure that the organisation offers services that are of a high quality and offer added value to our clients. Trustees are aware of their need to maintain a close review of income and expenditure as well as have strong strategic plans for the future.

Further assessment of the charity's going concern position in note 1d).

Reserves Policy

Mind in Tower Hamlets and Newham is acutely aware of the need to sustain its viability in the medium to long term. As a result of continued expansion of services and careful cost control the charity has realised an increased operating surplus in the current year, enhancing the reserves position, guided by the reserves policy.

The Trustees consider it prudent to maintain an unrestricted level of reserves which will enable it to fulfil its contractual obligations. They are committed to building sufficient unrestricted reserves

to cover a 25% fall in the contribution of contracted income to central operating costs for a period of two years, plus an allowance for any other unforeseen expenditure required to maintain MITHN's operations (e.g. uninsured repairs and maintenance work to the buildings operated by MITHN).

Based on the budget for 2022/23 the Trustees have calculated a reserves target (as described above) of £457,999 to cover 25% shortfall in central costs of c. £915,999 pa for two years plus £40,000 being the Trustees' assessment of a reasonable allowance for other unforeseen expenditure – totalling £497,999.

We designated reserves of £125,000 relating to identified potential additional expenditure to the Charity in the future. These are added back in the calculation of the reserves for comparison with the reserves target.

As explained above, if we exclude the pension liability which will not crystallise at a single point but can be paid over the next 5 years and add back the designated reserves mentioned above, our unrestricted funds would be £471,265 (2021: £242,429). This is equivalent to 95% of the above reserves target. The Trustees are mindful of continuing to enhance the reserves position towards this target when making decisions on allocation of operational surplus generated.

Principal Risks and Uncertainties

We review organisational risks in a structured way to ensure that we identify risks and take action to eliminate or mitigate the impact of risks that the charity is exposed to. This approach is focused on our comprehensive risk register which reviewed and updated on a quarterly basis, first by the senior management team and then by the Finance Sub-committee (of Trustees) and the HR and Governance Sub-committee (of Trustees) before a final review and ratification by the Board of Trustees.

This review includes the following key steps:

1. Checking for completeness of the risks included on the risk register to ensure that all relevant risks are captured
2. Recording the impacts of the risk on the charity and the mitigations already in place to address the risks
3. Scoring all risks based on likelihood of the impacts of the risk being realised, and the severity of those impacts, taking into account the mitigants in place
4. Determining whether further mitigating actions are required to limit the potential impacts of the risk on the charity to ensure that the charity remains resilient.

The key risks which the charity has been actively managing through this process during the period are:

Staff recruitment and retention

Staff recruitment and retention remain a key risk for our charity alongside many other health and social care providers. Potential applicants are keen to explore remote working options and we have experienced challenges in recruiting experienced workers at the current remuneration. As a charity we have introduced a hybrid model of working with limited remote working for staff, however, we are required to deliver many of our services face-to-face and respond to the needs of local communities.

We regularly benchmark our jobs against local providers and work hard to ensure that we remain competitive and an employer of choice in our sector. We have revised our terms and conditions as well as our commitment to staff training and continuous professional development.

Cashflow and debtor management

Debtors were higher at year end than the previous year. This was due to new services being set up towards the end of the financial year and there being a delay in funders raising Purchase Orders to enable them to commit payments. This was a short term impact and at 31 March 2022, all the debtors outstanding at 31 March 2022 had been paid. Recoverability of debtors is reviewed at the quarterly Finance Sub-committee meetings.

Elevated Inflation

Like many other organisations, the charity is exposed to cost pressures during this period of elevated inflation. The senior management team and Board of Trustees have reviewed the financial resilience of the charity in this context. The charity has relatively low exposure to energy and rental costs but staff salaries do make up a significant proportion of its costs. Salaries are generally linked to the NJC scale which includes annual inflationary uplifts. The charity takes into account affordability when determining how to apply NJC inflationary uplifts. As part of its standard forecasting processes, the charity has modelled an additional high-inflation scenario to test the financial resilience of the charity. This was factored into the going concern assessment.

Plans for the Future

The Trustees and the CEO have developed a 5-year strategic plan and an annual Operational Plan covering the development of new services, fundraising and disciplined control of costs in running the organisation. We are committed to exploring new funding opportunities, building our service area, and expanding services across the North East London Integrated Care Systems (ICS) over the next 12 months.

We will be reviewing our strategic objectives for the remaining years in response to changes implemented by Mind to their strategy as well as changes that have occurred within the mental health environment. The review was initiated in March 2022, with a strategic refresh event consisting of Board members and senior staff and will continue throughout the year.

Structure, Governance and Management

Governing Document

Mind in Tower Hamlets and Newham ("MITHN") (the word 'Limited' being omitted by licence from the Department of Trade) is incorporated as a company limited by guarantee and not having a capital divided by shares.

The organisation is a charitable company limited by guarantee, incorporated on 6 September 1991, and registered as a charity on 6 March 1992. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Charity Governance Code

In July 2017, a group of charity and governance associations introduced the new Charity Governance Code as a practical tool to help Trustees achieve high standards of governance, recognising that good governance in charities is fundamental to success, contributing to our charity achieving its objectives for the benefit of all stakeholders.

The Trustees and management have benchmarked Mind in Tower Hamlets and Newham's governance standards against the recommended practices included within the Charity Governance Code. In February 2020, the Charity Commission introduced changes to the code to add principles related to integrity and equality, diversity and inclusion. These have been incorporated into the assessment plan and will be reviewed and assessed by Trustees and senior staff.

Overall, the Trustees are satisfied that the governance standards of the charity are appropriate for its scale, complexity, and charitable purposes, but identified several areas where enhancements to the governance approach would benefit the operation of the charity. An action plan is being implemented to address these points, consistent with the Trustees' commitment to continuous improvement of governance standards guided by the Charity Governance Code and other standards and requirements, including those of the Charity Commission.

Recruitment and Appointment of Trustees

The approach to recruitment and appointment of Trustees is set out in our Articles of Association. The honorary officers: The Chair, Vice-Chair, and the Treasurer, as well as other Trustees, are elected at the Annual General Meeting by the members of MITHN. The Chair, Vice-Chair and Treasurer can only serve for one year and then must seek re-election at the AGM. The recruitment process is set out in our Trustee recruitment policy and includes the stages listed below:

- Skill and Equality, Diversity and Inclusion (EDI) monitoring audit
- Role description
- Identifying potential Trustees
- Selection process

Trustees' Annual Report

For the year ended 31 March 2022

● Induction

In 2019 we developed our HR and Governance Sub-Committee comprising of a Chair and Trustee members to support the development of our organisation and our governance. This committee continues to grow in strength and meets four times a year. The Trustee appraisal process has now been embedded, with all Trustees being allocated a Trustee appraisee to support their individual development and role. The Trustee succession plan has been produced and highlights those Trustees who are able to take on key roles in the event of an emergency situation. The committee continues to scrutinise risk in relation to HR and Governance matters.

The Board of Trustees has the power to appoint additional Trustees as it considers fit to do so. The Trustee skills audit and EDI monitoring data provides insight to board requirements in the recruitment of future Trustees to ensure that the required skills, diversity, experience and expertise are in place amongst Board membership.

The Trustees in office in the year are set out on page 1. The Trustees have no beneficial interest in the company other than as members. The Trustees are also directors of the company. All the Trustees are members of the company and guarantee to contribute £1.00 if the company is wound up.

The Trustees do not have 'hands on' involvement in MITHN's activities and the Board delegates day-to-day responsibility to the CEO, Michelle Kabia, who in some instances will delegate to other members of the senior management team.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Trustee Induction and Training

The induction and training of Trustees is set out in the charity's Trustee Recruitment Policy. All Trustees are provided with an induction pack and have a one-to-one induction meeting with the HR and Governance Director. All potential Trustees attend a number of Board meetings before being elected to the Board.

As part of their induction new Trustees are encouraged to visit the organisation's projects and to meet the staff. As part of the skills audit, the training needs of new Trustees are built into a training programme. The progression of new Trustees is monitored by the Chair or other nominated Trustee, to ensure that they:

- Are fully aware of their role and responsibilities
- Are informed about the organisation to meaningfully input into discussion
- Identify and address training needs

All Trustees are informed of external training opportunities during the year. Charity Commission updates and news are also provided to them. All Trustees are also invited to register onto the Mind Open Hub Trustee Newsletter and subscribed to Civil Society News to receive regular circulation of their monthly bulletin.

Related Parties and Relationships with Other Organisations

Mind in Tower Hamlets and Newham is affiliated to National Mind. We are committed to working in partnership with other providers. This has been a significant strategic aim and we are now working with eighteen different organisations to deliver our services. Examples of the partnerships are: Working Well Trust – Upskill, ELFT – Newham and Tower Hamlets Talking Therapies, Newham IPS service and Community Barnet – NHS complaints advocacy in Newham, Redbridge Peer Support Services in partnership with NELFT.

Remuneration Policy for Key Management Personnel

Mind in Tower Hamlets and Newham set its pay and remuneration in line with the National Joint Council Local Government Salary Scale. Staff are generally appointed at the appropriate scale point related to their experience. All staff have an induction and probation period at the start of their employment and an annual appraisal which outlines their performance against their key objectives in their job description.

Statement about Fundraising Practice

Mind in Tower Hamlets and Newham have established a Fundraising Strategy which works alongside our Strategic Plan and our Operational Plan.

Our fundraising strategy aims to address how we will achieve our strategic development targets and the budgeted fundraised annual income. We are committed to diversifying our income and developing our services to new communities as well as expanding our area of benefit.

Diversification of Income

To meet the objectives of our strategic plan, we are committed to diversifying our income streams, scoping and taking advantage of alternative sources of funding so that we can continue to maintain quality services for our clients, and continue to generate services that our clients are telling us they want and need. To do this, we:

- Explore non-statutory funding opportunities.
- Increase our local fundraising activities to raise income such as sponsorships and events.
- Secure new contract funding where appropriate.
- Develop significant partnerships to build on our successful tendering.
- Raise the profile of the organisation via social networking.
- Increase corporate sponsorship and development of local business links.

Ethical Fundraising

We are committed to ethical fundraising, ensuring that we do not accept donations or support from companies who are in direct conflict with our aims. We have an Ethical Fundraising policy that will support this strategy and be embedded into any fundraising activities.

Mind in Tower Hamlets and Newham's approach to fundraising is to use internal staff and volunteers where appropriate. We do not use external fundraisers currently but would consider this where they have additional expertise and can carry out fundraising work more cost-effectively.

We are members of the Fundraising Standards Board (FRSB) and comply with their code of fundraising practice. We have not received any complaints about fundraising during the year. The Chief Executive Officer and Finance Manager monitor the fundraising activities undertaken by third parties on a day-to-day basis while a fundraising sub-group monitor these periodically.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of Mind in Tower Hamlets and Newham for the purposes of company law) are responsible for preparing the Trustees' annual 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and statements of recommended practice 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 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 charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.

Trustees' Annual Report

For the year ended 31 March 2022

- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2022 was 14 (2020: 16). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Trustees' annual report has been approved by the Trustees on 8 November 2022 and signed on their behalf by



Angie Shannon
Chair

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

Opinion

We have audited the financial statements of Mind in Tower Hamlets and Newham (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, 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 of 31 March 2022 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.
- 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 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 enough 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 Mind in Tower Hamlets and Newham'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.

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

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

Matters on which we are required to report by exception

In the light of the 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' annual 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' annual report and from the requirement to prepare a strategic report.

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, 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 based on 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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham


- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 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 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 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.



Joanna Pittman (Senior statutory auditor)

14 November 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Mind In Tower Hamlets and Newham

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	Restated 2021 Total £
Income from:							
Donations and legacies	2	27,415	-	27,415	30,525	-	30,525
Charitable activities							
Support Services	3a	1,521,465	199,849	1,721,314	1,165,090	208,261	1,373,351
Community Projects	3b	-	86,200	86,200	-	84,065	84,065
Advocacy Projects	3c	463,836	-	463,836	404,790	-	404,790
Employment, advice & information	3d	697,560	34,471	732,031	557,164	33,723	590,887
Investment income		67	-	67	201	-	201
Other income		14,232	-	14,232	10,749	-	10,749
Total income		2,724,575	320,520	3,045,095	2,168,519	326,049	2,494,568
Expenditure on:							
Charitable activities							
Support Services	4	1,431,397	219,314	1,650,711	995,764	238,017	1,233,781
Community Projects	4	-	90,013	90,013	-	56,350	56,350
Advocacy Projects	4	493,387	-	493,387	470,382	-	470,382
Employment, advice & information	4	612,687	36,564	649,251	553,561	37,048	590,609
Total expenditure		2,537,470	345,891	2,883,361	2,019,707	331,415	2,351,122
Net income / (expenditure) for the year	5	187,105	(25,371)	161,734	148,812	(5,366)	143,446
Net income / (expenditure) before other recognised gains and losses		187,105	(25,371)	161,734	148,812	(5,366)	143,446
Pension adjustment		59,205	-	59,205	-	-	-
Net movement in funds		246,310	(25,371)	220,939	148,812	(5,366)	143,446
Reconciliation of funds:							
Total funds brought forward as previously		295,903	258,348	554,251	210,882	263,714	474,596
Prior year adjustment	20	63,791	-	63,791	-	-	-
Total funds brought forward as restated		359,694	258,348	618,042	210,882	263,714	474,596
Total funds carried forward	17	606,004	232,977	838,981	359,694	258,348	618,042

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Mind In Tower Hamlets and Newham

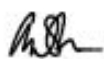
Balance sheet

Company no. 2643905

As at 31 March 2022

	Note	£	2022 £	£	Restated 2021 £
Fixed assets:					
Tangible assets	10		381,262		452,406
			381,262		452,406
Current assets:					
Debtors	11	407,215		109,115	
Cash at bank and in hand		383,448		322,540	
			790,663	431,655	
Liabilities:					
Creditors: amounts falling due within one year	12	(319,399)		(185,879)	
Net current assets			471,264		245,776
Total assets less current liabilities			852,526		698,182
Creditors: amounts falling due after one year	14		(13,546)		(80,140)
Total net assets	16		838,981		618,042
The funds of the charity:	17				
Restricted income funds			232,977		258,348
Unrestricted income funds:					
Designated funds		273,285		197,406	
General funds					
Excluding long term pension liability		346,265		242,428	
Long term pension liability		(13,546)		(80,140)	
General funds including long term pension liability		332,719		162,288	
Total unrestricted funds			606,004		359,694
Total charity funds			838,981		618,042

Approved by the trustees on 8 November 2022 and signed on their behalf by



Angie Shannon
Chair



Jonathan Rae
Treasurer

Statement of cash flows

For the year ended 31 March 2022

Reconciliation of net expenditure to net cash flow from operating activities

	2022 £	Restated 2021 £
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	161,734	143,446
Depreciation charges	78,944	70,529
Dividends, interest and rent from investments	(67)	(201)
Decrease/(increase) in debtors	(298,100)	(75,696)
(Decrease)/increase in creditors	66,926	(11,806)
Gains from pension valuation	59,205	-
Net cash generated from / (used in) operating activities	68,642	126,272

	Note	2022 £	£	2021 £	£
Cash flows from operating activities					
Net cashflow generated from/(used in) operating activities		68,642		126,272	
Cash flows from investing activities:					
Dividends, interest and rents from investments		67		201	
Purchase of fixed assets		(7,800)		(142,059)	
Net cash used in investing activities		(7,733)		(141,858)	
Change in cash and cash equivalents in the year		60,909		(15,586)	
Cash and cash equivalents at the beginning of the year		322,540		338,127	
Cash and cash equivalents at the end of the year		383,448		322,540	

1 Accounting policies

a) Statutory information

Mind in Tower Hamlets and Newham is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Open House, 13 Whitehorn Street, London, E3 4DA.

b) Basis of preparation

The financial statements have been prepared in accordance with 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)– (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees, with the support from management, have worked on new service developments to sustain the charity for the future and build up reserves. This has resulted in the charity realising a larger surplus than the prior year, continuing the trend of improving financial performance and resilience. However, the trustees acknowledge that the current level of reserves remains below the target level per the charity's reserves policy. The trustees remain focused on maintaining the medium term financial sustainability of the charity, including through ensuring that operating costs remain within budget limits.

The trustees review the budgets, forecasts, cash flow projections and risk associated with forecast income streams while considering the going concern assumption. Following this review, and noting that the charity does not have any financial borrowings, the trustees consider that there are no other material uncertainties about the charity's ability to continue as a going concern.

e) Income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with SORP & FRS 102. All incoming resources are included in the Statement of Financial Activities when there is entitlement to receive them, it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received or the Charity is entitled to the income. Any donations tied to a particular purpose are credited to restricted reserves.

Income from revenue grants and other grants are credited to the Statement of Financial Activities when received or receivable. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the Charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contractual income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Gifts and services in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In the case of donated fixed assets, a designated fund is created reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

The value of services provided by general volunteers has not been included in the Statement of Financial Activities.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted general funds are donations and other incoming resources received or generated for the charitable purposes. The General fund has to provide for the net deficit of any activities that have inadequate income of their own and for the central operating costs of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered as Mind In Tower Hamlets and Newham is not currently VAT registered. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs associated with delivering the main objectives of the charity and include both the direct cost and support cost relating to these activities.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of the total direct project's cost.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|---------------------------|-------------|
| ● Long leasehold premises | 45 years |
| ● Fixtures & equipment | 25% on cost |
| ● Computer equipment | 25% on cost |

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates two pension schemes, the first being a multi – employer pension scheme on behalf of its staff. It is not possible to separately identify the assets and liabilities of participating employers on a consistent and reasonable basis.

The charity has recognised its committed liability for past service deficits for this scheme and these are noted as a liability on the balance sheet and as a long term pension liability reserve. This scheme is now closed to new members.

The second is a defined contribution scheme with Aviva, where the charity has no liability other than to pay the defined contributions as they fall due.

Mind In Tower Hamlets and Newham

Notes to the financial statements

For the year ended 31 March 2022

2 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Donations and fundraising	27,360	-	27,360	30,495	-	30,495
Membership subscriptions	55	-	55	30	-	30
Total Income from donations and legacies	27,415	-	27,415	30,525	-	30,525

3 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Pears Fund	-	39,685	39,685	84,906	70,005	154,911
Clare House	27,373	-	27,373	-	-	-
Our Voice (Diversity and Inclusion), City Bridge	-	49,200	49,200	-	-	-
LBTH Infection Control	-	25,647	25,647	-	-	-
One place East	-	18,995	18,995	-	-	-
Safespace Café	573	5,000	5,573	-	-	-
Muslim Forum	1,000	4,000	5,000	-	-	-
Suicide Hub	130,998	-	130,998	-	-	-
STR Workers	118,939	-	118,939	-	-	-
Redbridge Peer Support Workers	58,259	-	58,259	-	-	-
Workplace Wellbeing	30,000	-	30,000	-	-	-
Transition project (day care closure)	25,563	-	25,563	-	-	-
London Borough of Newham – Counselling Newham	54,264	-	54,264	52,466	-	52,466
East London NHS Foundation – Talking Therapies	296,327	-	296,327	294,239	-	294,239
London Borough of Tower Hamlets – Connecting Communities	596,614	-	596,614	596,614	-	596,614
New Horizon – City Bridge	-	36,600	36,600	-	6,100	6,100
Mums Matter	-	20,722	20,722	-	26,690	26,690
Newham Bereavement Service	146,480	-	146,480	128,241	-	128,241
Connector Fund	-	-	-	-	25,710	25,710
Capital Investment, Café	-	-	-	-	79,756	79,756
Other income from support services projects	35,075	-	35,075	8,624	-	8,624
a) Sub-total for support services	1,521,465	199,849	1,721,314	1,165,090	208,261	1,373,351
Big Lottery – LEAP	-	86,200	86,200	-	84,065	84,065
b) Sub-total for Community Projects	-	86,200	86,200	-	84,065	84,065
East London Foundation trust – Adolescent Advocacy	33,310	-	33,310	32,410	-	32,410
London Borough of Tower Hamlets – IMHA	206,488	-	206,488	206,488	-	206,488
London Borough of Havering – Havering Advocacy	126,583	-	126,583	125,892	-	125,892
Community Barnet – Complaints Advocacy	40,000	-	40,000	40,000	-	40,000
Redbridge Advocacy (Sunflower Court)	57,455	-	57,455	-	-	-
c) Sub-total for advocacy projects	463,836	-	463,836	404,790	-	404,790
London Borough of Tower Hamlets – Upskill	-	34,471	34,471	-	33,723	33,723
NHS Newham CCG – IPS Newham NHS England	227,532	-	227,532	192,936	-	192,936
East London NHS Foundation – IAPT Employment	470,028	-	470,028	364,228	-	364,228
d) Sub-total for Employment, advice and information	697,560	34,471	732,031	557,164	33,723	590,887
Total income from charitable activities	2,682,861	320,520	3,003,381	2,127,044	326,049	2,453,093

Mind In Tower Hamlets and Newham

Notes to the financial statements

For the year ended 31 March 2022

4a Analysis of expenditure (current year)

	Charitable activities						2022 Total £	Restated 2021 Total £
	Support services £	Community Projects £	Advocacy Projects £	Employment, advice & information £	Support costs £	Governance costs £		
Staff costs (Note 6)	1,070,867	62,688	361,321	515,942	212,899	-	2,223,716	1,864,426
Direct costs	190,536	6,366	34,913	15,949	13,240	-	261,004	130,986
Premises costs	16,545	-	2,000	-	20,716	-	39,261	47,264
Office and supplies costs	70,241	5,628	11,119	6,780	127,748	-	221,516	194,057
Depreciation	-	-	-	-	78,944	-	78,944	70,529
Consultancy	21,373	-	-	-	23,565	-	44,938	32,560
Audit remuneration	-	-	-	-	-	13,120	13,120	11,300
Governance Cost	-	-	-	-	-	862	862	-
	<u>1,369,562</u>	<u>74,682</u>	<u>409,353</u>	<u>538,670</u>	<u>477,113</u>	<u>13,982</u>	<u>2,883,361</u>	<u>2,351,122</u>
Support costs	273,145	14,895	81,641	107,432	(477,113)	-	-	-
Governance costs	8,005	436	2,393	3,148	-	(13,982)	-	-
Total expenditure 2022	<u>1,650,711</u>	<u>90,013</u>	<u>493,387</u>	<u>649,251</u>	<u>-</u>	<u>-</u>	<u>2,883,361</u>	<u>-</u>
Total expenditure 2021 restated	<u>1,214,390</u>	<u>57,328</u>	<u>478,545</u>	<u>600,859</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,351,122</u>

Mind In Tower Hamlets and Newham

Notes to the financial statements

For the year ended 31 March 2022

4b Analysis of expenditure (prior year)

	Charitable activities						Restated
	Support services £	Community Projects £	Advocacy Projects £	Employment, advice & information £	Support costs £	Governance costs £	2021 Total £
Staff costs (Note 6)	815,899	40,273	370,239	439,809	198,206	-	1,864,426
Direct costs	85,609	303	7,719	24,104	13,251	-	130,986
Premises costs	13,145	-	2,000	19,591	12,528	-	47,264
Office and supplies costs	61,665	3,318	5,122	-	123,952	-	194,057
Depreciation	-	-	-	-	70,529	-	70,529
Consultancy	888	2,237	-	-	29,435	-	32,560
Audit remuneration	-	-	-	-	-	11,300	11,300
	977,206	46,131	385,080	483,504	447,901	11,300	2,351,122
Support costs	231,348	10,921	91,165	114,467	(447,901)	-	-
Governance costs	5,837	276	2,300	2,888	-	(11,300)	-
Total expenditure 2021 restated	1,214,390	57,328	478,545	600,859	-	-	2,351,122

Notes to the financial statements

For the year ended 31 March 2022

5 Net expenditure for the year

This is stated after charging:

	2022 £	Restated 2021 £
Depreciation	78,944	70,529
Operating lease rentals:		
Photocopier	1,387	1,387
Auditor's remuneration (excluding VAT):		
Under accrual from prior year	1,901	260
Audit	9,750	9,200
	<u>9,750</u>	<u>9,200</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,972,186	1,643,799
Social security costs, ER NIC	174,118	147,952
Employer's contribution to pension schemes	77,412	66,557
Pension movement	-	6,117
	<u>2,223,716</u>	<u>1,864,426</u>

1 employee earned (excluding national insurance and employer pension contributions) between £80,000 and £90,000 during the year (2021: 1 between £80,000–£90,000).

The total employee remuneration including pension contributions and national insurance of the key management personnel was £184,482 (2021: £197,582).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

One trustee expenses paid or reimbursed in the year were £55 (2021: £nil) for travel.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
Support Services	40	31
Community Projects	2	3
Advocacy Projects	12	12
Employment, advice & information	17	14
Support	6	5
Governance	1	1
	<u>78</u>	<u>66</u>

8 Related party transactions

There are no related party transactions to disclose (2021: none) other than those already disclosed in note 6. There were Trustee donations of £748 (2021: £360), these were paid without conditions.

Notes to the financial statements

For the year ended 31 March 2022

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets (Restated)

		Long leasehold premises £	Fixtures and equipment £	Computer equipment £	Total £
Cost					
At the start of the year as previously stated		895,202	85,618	76,640	1,057,460
Prior Year Adjustment	20	-	85,055	-	85,055
At the start of the year as restated		895,202	170,673	76,640	1,142,515
Additions in the year		-	-	7,800	7,800
Disposals in the year		-	-	-	-
At the end of the year		895,202	170,673	84,440	1,150,315
Depreciation					
At the start of the year as previously stated		580,786	37,235	50,824	668,845
Prior Year Adjustment	20	-	21,264	-	21,264
At the start of the year as restated		580,786	58,499	50,824	690,109
Charge for the year		22,023	36,524	20,397	78,944
Eliminated on disposal		-	-	-	-
At the end of the year		602,809	95,023	71,221	769,053
Net book value					
At the end of the year		292,393	75,650	13,219	381,262
At the start of the year restated		314,416	112,174	25,816	452,406

All of the above assets are used for charitable purposes.

11 Debtors

	2022 £	2021 £
Trade debtors and accrued income	385,252	87,286
Prepayments	21,963	21,829
	407,215	109,115

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	55,142	34,550
Taxation and social security	46,534	41,538
Pension contributions creditor	965	761
Defined benefit pension liability (note 15)	7,389	27,151
Accruals	31,470	16,813
Deferred income (note 13)	177,899	65,066
	319,399	185,879

13 Deferred income

Deferred income totalling £178k represents funding received prior to the financial year end relating to services to be delivered in the period commencing 1 April 2022 from Redbridge Adv (Sunflower Court) £29.2k, LEAP £29.0k, Transition project £2.8k, Workplace wellbeing £14.2k, Pemberton Barnes £8.0k, Clare House £5.5k, Pears Fund £39.0k, LBTH Infection control £6.5k and Redbridge Peer Support £43.7k.

	2022 £	2021 £
Balance at the beginning of the year	65,066	69,420
Amount released to income in the year	(65,066)	(69,420)
Amount deferred in the year	177,899	65,066
Balance at the end of the year	<u>177,899</u>	<u>65,066</u>

14 Creditors: amounts falling due after one year

	2022 £	2021 £
Defined benefit pension liability	13,546	80,140
	<u>13,546</u>	<u>80,140</u>

The Pensions Trust advised in the last triennial valuation that MITHN are required to make annual contributions of £15,648 from April 2022 (2021: £27,151 from April 2021) with further payments set out in note 15 until August 2025, giving MITHN a total liability of £20,281 (2021: £107,291). Annual expenses have been included in the pension contributions this year of £8.3k (2021: 0).

15 Pension schemes**SCHEME: TPT Retirement Solutions – The Growth Plan**

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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 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.

15 Pension schemes (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:		£3,312,000 per annum	Payable monthly
---------------------------------------	--	-------------------------	-----------------

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:		£11,243,000 per annum	(payable monthly and increasing by 3% each year on 1st April)
---	--	--------------------------	--

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Present value of provision (discounted)	20,281	107,291	127,125

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2022 (£s)	Period ending 31 March 2021 (£s)
Provision at start of period	107,291	127,125
Unwinding of the discount factor (interest expense)	619	2,857
Deficit contribution paid	(27,151)	(26,360)
Remeasurements – impact of any change in assumptions	(466)	3,669
Remeasurements – amendments to the contribution schedule	(60,012)	–
Provision at end of period	<u>20,281</u>	<u>107,291</u>

15 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2022 (£s)	Period ending 31 March 2021 (£s)
Interest expense	619	2,857
Remeasurements – impact of any change in assumptions	(466)	3,669
Remeasurements – amendments to the contribution schedule	(60,012)	–
Contributions paid in respect of future service*	–	–
Costs recognised in income and expenditure account	–	–

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	2.35	0.66	2.53

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions – The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Year 1	7,389	27,151	26,360
Year 2	7,389	27,965	27,151
Year 3	6,157	28,804	27,965
Year 4	–	24,724	28,804
Year 5	–	–	24,724
Year 6	–	–	–
Year 7	–	–	–
Year 8	–	–	–
Year 9	–	–	–
Year 10	–	–	–
	20,935	108,644	135,004

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	148,285	232,977	381,262
Net current assets	346,264	125,000	-	471,264
Long term liabilities	(13,546)	-	-	(13,546)
Net assets at 31 March 2022	332,718	273,285	232,977	838,981

16b Analysis of net assets between funds (prior year restated)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	197,406	255,000	452,406
Net current assets	242,428	-	3,348	245,776
Long term liabilities	(80,140)	-	-	(80,140)
Net assets at 31 March 2021	162,288	197,406	258,348	618,042

17a Movements in funds (current year)

	At 1 April 2021 Restated £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Pears Fund	-	39,685	(39,685)	-	-
Our Voice (Diversity and Inclusion), City	-	49,200	(49,200)	-	-
LBTH Infection Control	-	25,647	(25,647)	-	-
One place East	-	18,995	(18,995)	-	-
Safespace Café	-	5,000	(5,000)	-	-
Muslim Forum	-	4,000	(4,000)	-	-
New Horizon – City Bridge	-	36,600	(36,600)	-	-
Mums Matter	-	20,722	(20,722)	-	-
Big Lottery – LEAP	3,348	86,200	(89,548)	-	-
LBTH – Upskills	-	34,471	(34,471)	-	-
Building fund	255,000	-	(22,023)	-	232,977
Total restricted funds	258,348	320,520	(345,891)	-	232,977
Unrestricted funds:					
Designated funds:					
Maintenance and Renewals	-	-	-	40,000	40,000
IT Support costs	-	-	-	15,000	15,000
NJC Uplifts beyond 2%	-	-	-	55,000	55,000
Staff contingency costs	-	-	-	15,000	15,000
Fixed asset funds	197,406	7,800	(56,921)	-	148,285
Total designated funds	197,406	7,800	(56,921)	125,000	273,285
General funds					
Excluding long term pension liability	242,428	2,716,775	(2,480,549)	(132,389)	346,265
Long term pension liability	(80,140)	59,205	-	7,389	(13,546)
Total general funds	162,288	2,775,980	(2,480,549)	(125,000)	332,719
Total unrestricted funds	359,694	2,783,780	(2,537,470)	-	606,004
Total funds	618,042	3,104,300	(2,883,361)	-	838,981

17b Movements in funds (prior year)

	At 1 April 2020	Income & gains	Expenditure & losses	Transfers	At 31 March 2021 Restated
	£	£	£	£	£
Restricted funds:					
Mums Matter	–	26,690	(26,690)	–	–
Connector Fund	–	25,710	(25,710)	–	–
Big Lottery – LEAP	–	84,065	(80,717)	–	3,348
LBTH – Upskills	–	33,723	(33,723)	–	–
Capital Investment Café	–	79,756	(79,756)	–	–
New Horizon	–	6,100	(6,100)	–	–
Mind MH Coronavirus Support	–	70,005	(70,005)	–	–
Building fund	263,714	85,055	(8,714)	(85,055)	255,000
Total restricted funds	263,714	411,104	(331,415)	(85,055)	258,348
Unrestricted funds:					
Designated funds:					
Fixed asset funds	117,161	44,080	(48,890)	85,055	197,406
Total designated funds	117,161	44,080	(48,890)	85,055	197,406
General funds					
Excluding long term pension liability	194,895	2,124,439	(2,049,755)	(27,151)	242,428
Long term pension liability	(101,174)	–	(6,117)	27,151	(80,140)
Total general funds	93,721	2,124,439	(2,055,872)	–	162,288
Total unrestricted funds	210,882	2,168,519	(2,104,762)	85,055	359,694
Total funds	474,596	2,579,623	(2,436,177)	–	618,042

Purposes of restricted funds:

Pears Fund. This project is a racial equity fund and supports the delivery of our anti racist strategy. The project works with BAME Muslim women to create safe spaces to talk about mental health and have access to mental health support services. The project mainly funds salaries.

Our Voice (Diversity and Inclusion). This grant allowed MITHN to develop our model inreach access and engagement for seldom heard communities in Redbridge and was part of our strategic objective to becoming Mind in Redbridge. This project has ended March 2022.

LBTH Infection Control. Funding was provided by LBTH for 1. Infection control – to put in place COVID-19 infection prevention and control measures, including those to support the resumption of services and 2. Rapid testing – to operationally deliver lateral flow testing.

One Place East. Funded Mum's matter in Redbridge and in-reach into diverse communities and develop people with mental health as peer leaders.

Safespace Café – Clarion Futures awarded a grant of £5k to enable us to open the cafe outside of normal working hours.

Newham Muslim Forum. This fund enabled us to develop a partnership with the Newham Muslim Forum, and build our connections within the Muslim Community. £4k of this fund was paid over to them and £1k allocated to us for management charges.

New Horizons. City Bridge have funded a post to support a peer led service in Tower Hamlets, improving access to health provision and reduce the risk of homelessness. All funding goes on direct costs i.e. salaries and wages

Mums Matter – This project works with Mums who are struggling with their mental health in the peri-natal period to build resilience and developing strategies to manage and improve their mental health, with a strong emphasis on peer support. All funding goes on direct costs i.e. salaries and wages.

Purposes of restricted funds (continued)

LEAP project – Reaching Communities (Big Lottery) funded the LEAP project offering Peer Leadership Training opportunities as well as establishing a wide range of Peer Led groups across Tower Hamlets, Newham and Redbridge.

Upskill – In partnership with Working well Trust, we deliver the Upskill project that promotes access to work and supports people into training, work experience and work placements. All funding goes on direct costs i.e. salaries and wages.

Building fund – the balance above represents the long leasehold premises purchased by a restricted capital grant.

Purposes of designated funds

Fixed assets funds represents the net book value of the tangible fixed assets acquired using unrestricted funds.

Maintenance and Renewals funds include costs that may be incurred for maintenance of premises operated by the charity.

IT Support costs includes provisions for purchase of additional/replacement IT equipment

NIC Uplifts we have budgeted for 2% inflationary uplift on salaries. If a higher level is awarded, we have designated funds to cover the additional cost.

Staff contingency funds include provisions for additional staff costs that could occur in the year e.g. maternity cover, long term sickness absence etc

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods

	Equipment	
	2022	2021
	£	£
Less than one year	2,728	1,387
One to five years	2,599	2,774
	<hr/>	<hr/>
	5,327	4,162
	<hr/> <hr/>	<hr/> <hr/>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

20 Prior year adjustment

Reserves position

	Unrestricted £	Restricted 31-Mar-21 £	Total £
Funds previously reported	295,903	258,348	554,251
Fixed Asset Adjustment			
Capitalisation of Fixed assets	85,055	–	85,055
Depreciation for 2020/21	(21,264)	–	(21,264)
Funds restated	359,694	258,348	618,042
Net movement in funds			
	Unrestricted £	Restricted 31-Mar-21 £	Total £
Net movement in funds previously reported	85,021	(5,366)	79,655
Fixed Asset Adjustment			
Capitalisation of Fixed assets	85,055	–	85,055
Depreciation for 2020/21	(21,264)	–	(21,264)
Net movement in funds restated	148,812	(5,366)	143,446

Prior year figures have been restated in relation to capitalisation of items purchased in 2020/21 for the cafe. Restricted funds were received in 2020/21 for the cafe works and the funds were fully spent in 2020/21. The items purchased in 2020/21 were expended but should have been capitalised. As a result of the prior year adjustment, these items have been capitalised as fixed assets and removed from expenditure. Depreciation has been charged in accordance with the accounting policy.