

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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### For the year ended 31 March 2023

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## Mind in Tower Hamlets, Newham, and Redbridge

### Reference and administrative information

For the year ended 31 March 2023

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**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

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Shelu Miah	Operational Director
Chandni Sidhpura	Operational Director (Resigned 31 <sup>st</sup> 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

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.

**Trustees' Annual Report**

**For the year ended 31 March 2023**

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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.



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

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- 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

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#### **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

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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

### Trustees' Annual Report

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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

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

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- 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

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### 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.

## **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.

## 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

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

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.



## Balance sheet

As at 31 March 2023

Company no. 2643905

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

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

Vandana Siney  
ChairJonathan 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 £
<b>Net Income / (expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>(76,592)</b>	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
<b>Net cash generated from / (used in) operating activities</b>	<b>328,129</b>	<b>68,642</b>

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

Notes to the financial statements

For the year ended 31 March 2023

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**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 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 2023

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**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 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
<b>Total Income from donations and legacies</b>	<b>12,683</b>	<b>–</b>	<b>12,683</b>	<b>27,415</b>	<b>–</b>	<b>27,415</b>

**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
<b>a) Sub-total for support services</b>	<b>1,604,547</b>	<b>159,569</b>	<b>1,764,116</b>	<b>1,521,465</b>	<b>199,849</b>	<b>1,721,314</b>
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>b) Sub-total for Community Projects</b>	<b>–</b>	<b>181,167</b>	<b>181,167</b>	<b>–</b>	<b>86,200</b>	<b>86,200</b>
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
<b>c) Sub-total for advocacy projects</b>	<b>470,685</b>	<b>–</b>	<b>470,685</b>	<b>463,836</b>	<b>–</b>	<b>463,836</b>
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
<b>d) Sub-total for Employment, advice and information</b>	<b>801,507</b>	<b>34,475</b>	<b>835,982</b>	<b>697,560</b>	<b>34,471</b>	<b>732,031</b>
<b>Total income from charitable activities</b>	<b>2,876,739</b>	<b>375,211</b>	<b>3,251,950</b>	<b>2,682,861</b>	<b>320,520</b>	<b>3,003,381</b>

Notes to the financial statements

For the year ended 31 March 2023

4a Analysis of expenditure (current year)

	Charitable activities							
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £	Support costs £	Governance costs £	2023 Total £	2022 Total £
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
	1,525,110	133,776	462,158	585,157	658,685	16,984	3,381,870	2,883,361
Support costs	371,209	32,561	112,489	142,426	(658,685)	–	–	–
Governance costs	9,572	840	2,900	3,672	–	(16,984)	–	–
<b>Total expenditure 2023</b>	<b>1,905,891</b>	<b>167,176</b>	<b>577,547</b>	<b>731,256</b>	<b>–</b>	<b>–</b>	<b>3,381,870</b>	<b>–</b>
Total expenditure 2022	1,650,711	90,013	493,387	649,251	–	–		2,883,362

Notes to the financial statements

For the year ended 31 March 2023

4b Analysis of expenditure (prior year)

	Charitable activities						
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £	Support costs £	Governance costs £	2022 Total £
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)	–
<b>Total expenditure 2022</b>	<b>1,650,711</b>	<b>90,013</b>	<b>493,387</b>	<b>649,251</b>	<b>–</b>	<b>–</b>	<b>2,883,361</b>

## 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 £
<b>Cost</b>				
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	<b>895,202</b>	<b>185,711</b>	<b>86,252</b>	<b>1,167,165</b>
<b>Depreciation</b>				
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
<b>Net book value</b>				
At the end of the year	<b>249,106</b>	<b>73,534</b>	<b>1,699</b>	<b>324,339</b>
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
	<b>67,914</b>	<b>407,215</b>

## 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
	<b>322,070</b>	<b>319,399</b>

## 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	217,169	177,899

## 14 Creditors: amounts falling due after one year

	2023 £	2022 £
Defined benefit pension liability	6,157	13,546
	6,157	13,546

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**

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

**RECONCILIATION OF OPENING AND CLOSING PROVISIONS**

	<b>Period ending 31 March 2023 (£s)</b>	Period ending 31 March 2022 (£s)
Provision at start of period	<b>20,281</b>	107,291
Unwinding of the discount factor (interest expense)	<b>382</b>	619
Deficit contribution paid	<b>(7,389)</b>	(27,151)
Remeasurements – impact of any change in assumptions	<b>(345)</b>	(466)
Remeasurements – amendments to the contribution schedule	<b>–</b>	(60,012)
Provision at end of period	<b>12,929</b>	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	–	–	–
	<b>13,546</b>	<b>20,935</b>	<b>108,644</b>

## 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)
<b>Net assets at 31 March 2023</b>	<b>313,050</b>	<b>238,385</b>	<b>210,954</b>	<b>762,389</b>

## 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)
<b>Net assets at 31 March 2022</b>	<b>332,718</b>	<b>273,285</b>	<b>232,977</b>	<b>838,980</b>

## 17a Movements in funds (current year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
<b>Restricted funds:</b>					
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
<b>Total restricted funds</b>	<b>232,977</b>	<b>375,211</b>	<b>(418,498)</b>	<b>21,264</b>	<b>210,954</b>
<b>Unrestricted funds:</b>					
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
<b>Total designated funds</b>	<b>273,285</b>	<b>16,850</b>	<b>(55,652)</b>	<b>25,166</b>	<b>238,385</b>
<b>General funds</b>					
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)
<b>Total general funds</b>	<b>332,699</b>	<b>2,913,237</b>	<b>(2,928,984)</b>	<b>(3,902)</b>	<b>313,050</b>
<b>Total unrestricted funds</b>	<b>605,984</b>	<b>2,930,087</b>	<b>(2,984,636)</b>	<b>–</b>	<b>551,435</b>
<b>Total funds</b>	<b>838,961</b>	<b>3,305,298</b>	<b>(3,403,134)</b>	<b>–</b>	<b>762,389</b>

## 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 £
<b>Restricted funds:</b>					
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
<b>Total restricted funds</b>	<b>258,348</b>	<b>320,520</b>	<b>(306,206)</b>	<b>–</b>	<b>232,977</b>
<b>Unrestricted funds:</b>					
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
<b>Total designated funds</b>	<b>197,406</b>	<b>7,800</b>	<b>(56,921)</b>	<b>125,000</b>	<b>273,285</b>
<b>General funds</b>					
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)
<b>Total general funds</b>	<b>162,288</b>	<b>2,775,960</b>	<b>(2,480,549)</b>	<b>(125,000)</b>	<b>332,699</b>
<b>Total unrestricted funds</b>	<b>359,694</b>	<b>2,783,760</b>	<b>(2,537,470)</b>	<b>–</b>	<b>605,984</b>
<b>Total funds</b>	<b>618,042</b>	<b>3,163,485</b>	<b>(2,843,676)</b>	<b>–</b>	<b>838,961</b>

**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.

Notes to the financial statements

For the year ended 31 March 2023

**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
	<b>8,040</b>	<b>5,327</b>

**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.