LEEDS MIND

England & Wales · Charity number 1007625

Details

Other names	LEEDS ASSOCIATION FOR MENTAL HEALTH
Status	Registered
Legal form	Charitable company
Company number	02193270
Registered	1992-01-29
Register	View on the Charity Commission register

Contact

Address	Mind 11 Clarence Road Horsforth Leeds LS18 4LB
Phone	01133055800
Email	info@leedsmind.org.uk
Website	www.leedsmind.org.uk

Activities

Objects: THE OBJECTS FOR WHICH THE ASSOCIATION IS ESTABLISHED ARE, WITHIN THE AREA OF WEST YORKSHIRE: 1) TO PROMOTE THE PRESERVATION OF GOOD MENTAL HEALTH IN PARTICULAR BY ENABLING AND EMPOWERING EVERYONE EXPERIENCING MENTAL HEALTH PROBLEMS TO LIVE WITH, MANAGE AND RECOVER FROM THEIR CONDITION. 2) TO RELIEVE THE NEEDS OF PEOPLE WITH MENTAL HEALTH PROBLEMS BY WORKING TO INCREASE THE UNDERSTANDING OF MENTAL HEALTH AND MENTAL HEALTH PROBLEMS BY GATHERING AND DISSEMINATING INFORMATION AND WORKING TO RAISE AWARENESS, PROMOTE UNDERSTANDING AND CHALLENGE STIGMA AND DISCRIMINATION.

Activities: Aims to promote the preservation and safeguarding of mental health and the relief of persons suffering from mental health problems

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Arts/culture/heritage/science, Environment/conservation/heritage, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED:IN PRACTICE WEST YORKSHIRE
- Leeds City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,682,279	£3,683,961	£1,526,977	104
2024-03-31	£3,500,346	£3,598,168	£1,528,659	109
2023-03-31	£3,543,764	£3,485,551	£1,626,481	107
2022-03-31	£3,195,224	£2,924,299	£1,568,268	98
2021-03-31	£2,849,720	£2,843,269	£1,297,343	101

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Trustees

Name	Role	Appointed
Kathryn Lupton	Chair	2021-12-01
Amardeep Sirha		2025-06-23
Cheryl Astley		2022-12-05
Heather Gibson-Simpson		2024-04-21
Jennifer Murgatroyd		2022-03-17
Kirsty Morgan		2025-06-23
Luke Barrett		2019-06-13
Michelle Page		2025-06-23
Tobias Reece		2025-06-23
Tracy Commons		2024-05-13

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LEEDS MIND

England & Wales - Charity number 1007625

Accounts

REGISTERED COMPANY NUMBER: 02193270 (England and Wales)
REGISTERED CHARITY NUMBER: 1007625

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

FOR

LEEDS MIND
(A COMPANY LIMITED BY GUARANTEE)

Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

LEEDS MIND

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FOR THE YEAR ENDED 31ST MARCH 2025

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LEEDS MIND

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2025

TRUSTEES	
Kathryn Lupton	Chair
Jen Murgatroyd	Vice Chair
Sarah Bronsdon	(resigned 7th October 2024)
David Gee	(resigned 5th June 2024)
Cheryl Astley	
Rebecca Lasseko	(resigned 29th October 2024)
Luke Barrett	
Aysha Akram	(resigned 15th October 2024)
Tracy Commons	(appointed 20th June 2024)
Michael Gartside	(appointed 20th June 2024) (resigned 5th August 2024)
Heather Gibson-Simpson	(appointed 20th June 2024)
Caroline McGrath	(appointed 20th June 2024)
Blane Watson	(appointed 20th June 2024)
COMPANY SECRETARY	Lucy Hancock

SENIOR LEADERSHIP TEAM
The members of the Senior Leadership Team as of 31st March 2025 were:

Lucy Hancock	Chief Executive
Eloise Bell	Director of People, Culture and Governance
Andrew Lowe	Finance and Resources Manager
Ian Chapman	Business Development Director
Ayesha Alves-Hey	Operations Director

REGISTERED OFFICE	Clarence House 11 Clarence Road Horsforth Leeds West Yorkshire LS18 4LB
REGISTERED COMPANY NUMBER	02193270 (England and Wales)
REGISTERED CHARITY NUMBER	1007625
AUDITORS	Thomas Coombs Limited 3365 The Pentagon Century Way Thorpe Park Leeds LS15 8ZB
BANKERS	Unity Trust Bank Nine Brindley Place Burmingham B1 2JB

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2025

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2025, the annual report is also prepared to meet the requirements for a Directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Reference and Administrative Details

The Charity Information page forms part of this report.

OBJECTIVES AND ACTIVITIES

Objectives and Activities

Leeds Mind is a registered charity. The charity's objectives as set out in the Memorandum and Articles of Association are to promote the preservation of good mental health, to enable people experiencing mental health difficulties to recover and to increase understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The organisational strategy, launched in June 2022, ran for three years from 2022 to 2025, and has been extended for an additional year whilst the new strategy is being developed. This strategy sets out four strategic pillars; We Connect Minds: bringing people together to make change in our communities; We Support Minds: delivering life-changing support; We Change Minds: speaking out and making mental health everyone's business; Together, we are Leeds Mind: working together to become a more inclusive and sustainable organisation. The third year of our strategy has been one of significant change, seeing changes at Board and Senior Leadership level and continued volatility in external environment.

During the year to 31 March 2025, the following services were delivered: Workforce Wellbeing Training including help for employers and anti-stigma work, Employment support, Financial Wellbeing, Lived Experience/Peer Support (including cultural diversity, LGTBQIA+, Neurodiversity) Counselling, Befriending, Suicide Bereavement Services, Self-Harm, Creative Arts, Young People's support. Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds and citywide social prescribing service, Linking Leeds.

The Employment Service, WorkPlaceLeeds, is an IPS model, externally audited against Fidelity standards by IPS GROW. The IPS model is a globally recognised approach to helping people with mental illness find and maintain paid employment, working on the principle that anyone who is interested in employment should be supported to find it regardless of diagnoses. The IT training suite has been part of this service for many years, however during the year due to loss of funding the service closed with the space repurposed for open plan working. The Employment Service is commissioned by the West Yorkshire Integrated Care Board with whom we work closely. Leeds City Council, historically part funded the service; this funding was withdrawn during the year. The employment service has undergone procurement in the last year with contract extended whilst the process is completed. Leeds Mind has entered this procurement in partnership with the newly formed Leeds Community Mental Health Alliance alongside Touchstone, Northpoint and Barca. We will continue develop the alliance model over the coming year.

Our Peer Support and Lived Experience Services offer a range of workshops, courses, support and activity groups to help people develop skills to better manage their mental health. We have lived experience services working alongside the community mental health teams and mental health rehabilitation and recovery units delivering a range of therapeutic 121 and group interventions. Our lived experience services are delivered by a staff team and volunteers who have their own lived experience of mental health difficulties. Our expanded peer support provision includes leading a successful partnership under the mental health community transformation programme, funding for which now comes under the Leeds Community Mental Health Alliance model with the contract being extended in line with the procurement process. The Leeds Mind Peer Support offer also includes support for neurodiverse and LGTBQI+ communities funded separately by grants/trusts.

We deliver the Leeds Suicide Bereavement Service, and the West Yorkshire Suicide Bereavement Service which includes the Kirklees Family service. These are postvention services delivered by staff who have lived experience of suicide. The service works with all people who have been affected by suicide in their lives. These services received contract extensions during the year.

Our Counselling Service offers one to one support through a low-cost route or through private practice. The aim of the private practice sessions is to fund the low-cost sessions. The service is delivered by volunteer and paid counsellors all offering a person-centred approach. During 2024-25, a new model was piloted for the Counselling service to improve sustainability. The revised model is proving successful and has now been embedded.

Leeds Mind has delivered support to young people through Youth in Mind, which built on our delivery of the previous THRU peer support service. The Youth in Mind Service provided a trauma informed approach to support, and was fully coproduced with young people leading the delivery and design of the service. The service has continued to be successful over the year.

Our consortium services comprise of the social prescribing service, Linking Leeds and a community wellbeing service, Live Well Leeds. The Linking Leeds service offers people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city-wide service Linking Leeds which is led by Inspire North was in its final year of delivery during this year and was successfully recommissioned for a further 5 years.

Live Well Leeds service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the city for people with a range of mental health difficulties. This service has also been recommissioned during the year.

Overall, external financial volatility has continued to impact statutory funding sources significantly affecting third sector organisations deeply. The change of Government part way through the year added to general instability and uncertainty, also recognising this may bring new opportunities for the sector and the organisation. Whilst Leeds Mind has continued to be affected by statutory funding cuts, we have been significantly affected by the Government changes to National Insurance and the Real Living Wage adversely impacting our budget for the coming year. We have navigated the loss of continuation funding for specific projects within the year and voluntary income has remained a challenge. Despite these obstacles, we have mobilised new services in the year including funding for a new city wide over 50s Befriending service, a self harm project Stepping Stones and Arts and Minds, a community focussed arts and wellbeing offer.

Performance reports are provided on a regular basis to service commissioners, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)are key measurement tools. For some provision, we report social impact measures to better demonstrate the value of services.

Our workplace wellbeing training offer has continued to grow. We deliver the accredited Mental Health First Aid and bespoke courses to improve the mental health and wellbeing to a wide range of organisations. This includes suicide prevention training and Menopause awareness training. We are pleased with developments in training over the last year and look forward to continuing this.

We are an active member of Forum Central, the alliance of all voluntary sector organisations in Leeds as well as a range of other networks across West Yorkshire. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the city with the aim of fostering positive attitudes to mental health in the workplace.

At National Mind, the focus has been on development of the Federation Sustainability Strategy and opportunities for local Minds to work together. We have been active contributors to Federation First and hosted a visit from the National Mind team during the year.

Staff and volunteers
We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind, particularly given the challenging financial and operational landscape. The team have shown resilience, shared values and a commitment to improving mental health for all.

We are also very fortunate to work with around 80 excellent and committed volunteers, in addition to our Trustees. They are active in various roles around the organisation particularly in our Befriending, Lived Experience, Counselling, groups and events. Without their continued support it would not be possible to continue to offer the same high level of service.

During 2024-25, we have implemented changes as a result of an organisation-wide review to support to infrastructure and fill key senior leadership positions. Our People and Culture team have undertaken significant work, including continuing to strengthen our recruitment processes, reviewing and updating performance review processes, building our online HR system (Evalu-8) and developing an internal comms strategy, including our People and Culture and Trustee SharePoint pages. Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers.

STRATEGIC REPORT

Achievements and performance

Charitable activities

The last year has seen significant change at Leeds Mind, with changes at Senior leadership and Board level. We recruited our new Chair, Kathryn Lupton, in October 2024 supported by Vice Chair, Jen Murgatroyd, and appointed a new Treasurer, Blane Watson. Completing the organisation review at Senior Leadership Team level, we recruited a new Business Development Director, Ian Chapman, and a new Operations Director, Ayesha Alves-Hey following Rhys Toone's departure in January 2025

Our core projects have been property and sustainability, rolling our existing strategy to enable us to consolidate progress ahead of developing our new strategy for 2026 onwards. We have made considerable progress against our strategic objectives developing our culture through a values-led approach and were awarded as one of the UK's Great Places to Work in March 2025. We have focussed on diversifying our workforce, commitment to inclusion, race equity and accessibility to reflect and meaningfully engage the communities we are working with. We have moved forward in these areas over the course of the year, with increasing proportions of those accessing services from culturally diverse (25%), LGBTQIA+ (20%) and neurodiverse communities (33%), with the biggest increases in access from people in areas of deprivation (54% from deciles 1-3).

Board development has also been a priority for Leeds Mind. Alongside the Chair and Treasurer, we have had several new Trustees join the Board, who have brought diverse experience and specialist expertise. We have held regular Away Days and other activities to strengthen Trustee engagement, and prioritised effective onboarding processes. We have also undertaken a review of our governance, reconfiguring our committee structure to reduce duplication and enable strategic focus. Our actions to further strengthen Board development are set out in a Board Development Plan, which was approved at our Board meeting in March 2025 and serves as a 'live' plan.

Whilst reduction in funding has reduced capacity in some services including our young people and financial wellbeing services, we have seen increases in others. In 2024-2025, we supported 8719 people with some of our services seeing significant percentage increases - including the West Yorkshire Suicide Bereavement Service (27% increase), and (16%) Counselling (40%).

In 2024-2025, 1 in 4 of the people accessing our support were aged 25 or under. This is in line with our strategy to support children and young people, and partly thanks to our Youth in Mind support service. Money & Me, our pioneering mental health and financial wellbeing service was extended during this year and ended in March 2025 due to lack of funding. We have been able to incorporate some of the learning into our workplace wellbeing offer.

Our mental health training and counselling services have continued to grow, with a range of training and courses being offered, and the Counselling service now financially sustainable, generating an income of £59,199.

Our influencing and anti-stigma work has continued most notably with the great success of our Mindful Employer conference focussed on mentally health workplaces for all with a varied programmes and over 200 delegates we have continue to prioritise the importance of workplace inclusion and wellbeing. We also had the opportunity under the new labour government to host a ministerial visit and round event with Leeds Mind staff, people who use our service and senior minsters to discuss young people, mental health and barriers to employment.
Feedback from our Clients and commissioners continues to be positive. Most of our clients said they would recommend Leeds Mind to family and friends. Feedback from clients in 2024/25:

"I was nervous I would be judged or feel like I wouldn't belong, but since I have joined, I feel like I am part of the community and every evening I attend I always feel happy" (Youth in Mind client).
"My worker gave me hope and self-belief and a positive outlook. I cannot thank him and WorkPlace Leeds enough" (WorkPlace Leeds client).
"Open Minds hasn't only made a positive difference to my life, but it has saved my life" (Peer Support Open Minds client).

This was the third year of our strategic plan 2022 - 2025 and our business planning and priorities were based around our four strategic objectives:

1. We connect Minds - bringing people together to make change in our communities.

We have done this by:
- Working with more than more than 8,700 people across Leeds and West Yorkshire.

- Connecting socially isolated people aged over 50 with like-minded volunteers
- Delivering our services in a range of community locations increasing people accessing support from areas of deprivation
- Improved accessibility in our recruitment processes and policies
- Developed our Race Equity Steering Group and action plan
- Developing our partnerships through consortium services
- Establishing a new alliance partnership bringing together our Employment Support and Peer support services working in community mental health transformation into wider partnership offer.

2. We Support Minds - delivering life-changing support

We have done this by:
- Supporting over 250 people through counselling
- Supported over 500 people with lived experience/peer support
- Expanding our West Yorkshire lived experience delivery with Stepping Stones Self Harm service
- Supported over 220 people through creative arts therapies
- Providing responsive financial wellbeing to support people with the cost-of-living crisis
- Continued to deliver young people's support, securing new funding for young women, girls and non-binary people
- Increased representation across priority groups, including culturally diverse groups, neurodiversity, LGTBQIA+
- Supported over 1000 people with our suicide bereavement support and launched a peer support group for young people to impacted by suicide

3. We Change Minds - speaking out and making mental health everyone's business

We have done this by:
- Increased our mental health training offer and delivered to over 1,700 people
- Elevating lived experience voices particularly least heard voices for example through our Barbers project videos tackling the health inequalities faced by men from South Asian, African and Caribbean backgrounds
- Nurturing relationships with corporate and community supporters, continuing to build on the success of live streaming gaming event and events programme
- Influencing and raising our profile via campaigns including Mental Health Awareness Week, World Suicide Prevention Day, Children's Mental Health Awareness Week and Leeds Mind Multicoloured Monday.
- Increasing our Charity of the Year corporate supporters
- Hosting a city wide Mindful Employer conference focussed on Mentally Health Workplaces for All.
- Influencing coproduced approaches to mental health support through our Young People's Steering Group and Impact group.,
- Hosting a ministerial visit with new government ministers and senior leaders from the Departments of Health and Social Care and Work and Pensions
- Working closely with our commissioners to develop new models for commissioned services

4. Together, we are Leeds Mind - working together to become a more inclusive and sustainable organisation

We have done this by:
- Reviewed our strategy, laying the foundations for developing our next strategy
- Awarded as one of the UK's Great Places to Work
- Completing the organisation review process with revised infrastructure and core sustainability projects such property
- Implemented our new approach to pay
- Improved our Performance Management and Development processes
- Appointed a new Chair of Trustees and trustees to increase diversity of experience on our Board
- Reviewed our systems onboarding a new CRM system
- Grown our service offer securing income and developing new services for example Arts and Minds, Open Minds

Support for Leeds Mind
We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

STRATEGIC REPORT

Achievements and performance

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day-to-day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.
We have not received any complaints in relation to our fundraising practice for the year under review.

Financial review

Financial Position

Total income for the year was £3,682,279 (2024: £3,500,346), an increase of 5%. Movement is mainly due to increases in revenue from services, training delivery and counselling.

Expenditure in the year has increased to £3,683,961 (2024: £3,598,168). The increase of £85,793 represents a year-on-year increase of 2.4% and is for new investment to replace our operational CRM along with higher IT costs for Microsoft software releases. Additional salary costs are attributable to the 24-25 pay award.

Overall Leeds Mind made a small deficit for the year of £1,682 (2024: deficit of £97,822).

Principal Funding Sources

The main funding sources are the NHS in Leeds through the West Yorkshire Integrated Care Board (ICB) and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate. We are also fortunate to have some funding support through grants and trusts.

Fixed Assets and Investments

The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long-term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

Reserves policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2025 the unrestricted reserves requirement in case of close down is calculated as £847,252. As of 31 March 2025, Leeds Mind held £1,148,877 comprising £1,639,857 of current assets offset by £490,980 in current liabilities.

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities. Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

STRATEGIC REPORT

Plans for the Future

This has been the final year of our strategy 2022-2025 and is underpinned by an annual business plan.

Our strategic plan 2022-2025 sets out our objectives under four strategic pillars and forms the basis for business planning across Leeds Mind. The main objectives for 2025/26 are set out below:

1. We Connect Minds - bringing people together to make change in our communities.

We will do this by:

- Using our equality data to inform workforce our inform cultural and workforce development
- Progress our Race Equity Action Plan
- Working collaboratively with local Minds in Yorkshire to improve sustainability and access to Mind mental health support.
- Developing partnerships across the Yorkshire region and increase our corporate partners and supporters
- Work closely with Community Mental Health Transformation to improve the user experience

2. We Support Minds - delivering life changing support.

We will do this by:

- Implementation of a new internal communications plan
- Improve our impact reporting to better demonstrate the support we provide
- Secure our core service contracts to provide stability for people access our services and our team
- Prioritise our delivery to communities most affected by poor mental health
- Developing our competency framework to enable talent management and recruitment
- Listening to our impact group to inform organisational development

3. We Change Minds - speaking out and making mental health everyone's business.

We will do this by:

- Implementing a new communications strategy
- Promoting our workplace wellbeing offer through training and hosting the Mindful Employer network
- Building on our collaboration with stakeholders and partners to secure existing and develop new services.
- Sharing client stories and least heard experiences to demonstrate the value of lived experience
- Working closely with our voluntary sector partners and statutory commissioning/policy makers to influence and improve the mental health system

4. Together, we are Leeds Mind - working together to become a more inclusive and sustainable organisation.

We will do this by:

- Creating a new organisational strategy to set the direction from 2026 onwards
- Implementing a new Business Development strategy
- Developing our approach to AI through developing our approach to digital
- Focussing on Board development and new trustee onboarding
- Improving our cyber security through training and accreditation.
- Implementing a new client case management system and reviewing existing systems to bring infrastructure efficiency
- Progressing the property options appraisal
- Reviewing our wellbeing strategy and staff support offer to improve staff retention and absence.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Leeds Mind was founded in 1972. The company is incorporated under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in October 2022. National Mind's current process is that full MQM assessments take place approximately every 3 years. Due to review of the MQM process, Leeds Mind can expect the next review in 2026, a timescale has not been confirmed.

Organisational structure

All Directors of the company are also Trustees of the charity. We also have co-opted members who provide specialist input. There are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there were 8 trustees in the financial year ending 31st March 2025 with four trustees resigning during the period. The Board meets quarterly, and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year, and they are responsible for Finance, Quality and Performance, People & Culture and Business Development.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are recruited through an open recruitment process. They have a comprehensive onboarding programme covering both the legal responsibilities and organisational context. There are a range of ways for trustees to get to know the organisation which is covered during onboarding and continues with series of events throughout the year.

The Board agrees the strategy and direction of Leeds Mind and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the Senior Leadership Team.

Key management remuneration

This year has been the first year of the Leeds Mind pay policy. The pay policy applies to all staff including the Senior Leadership Team with annual pay reviews overseen and agreed by the Board. Pay levels are benchmarked regularly against other organisations locally and using a range of other sector benchmarking tools. Pay policy governance is overseen by the People Development committee with any recommendations and reports going to the Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed on a quarterly basis.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:
- Changes to national procurement policy under the Provider Selection Regime and potential impact for two of our significant contracts leading to uncertainty for both the staff and the organisation.

- Rebuilding our income generation strategy due to the general decrease in voluntary income affected by the cost of living crisis.

- The volatility of the economic and political climate and financial crisis impacting all major statutory funding sources with increasing costs and decreasing funding squeezing organisational resources and impacting sustainability.

- Change of government and uncertainty about what this will mean for the charitable sector and the communities we support

- Reputational risk associated with the Mind brand

- Non-compliance with core legislation for example safeguarding, GDPR, Health and Safety processes and procedures.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A lead trustee for safeguarding appointed. A risk appetite statement is agreed by the Trustees annually.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Leeds Mind for the purposes of company law) are responsible for preparing the Report of the Trustees 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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; and
- 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.

AUDITORS
The auditors, Thomas Coombs Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 10th December 2025 and signed on the board's behalf by:

Kathryn Lupton- Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

Opinion
We have audited the financial statements of Leeds Mind (the 'charitable company') for the year ended 31st March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (United Kingdom Generally Accepted Accounting Practice).

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

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Based on our understanding of the entity and industries in which it operates, we identified the principal risks of non-compliance with laws and regulations related to health and safety, safeguarding, employments law and data protection. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, tax legislation and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

We assessed the susceptibility of the company's financial statements to material misstatement and how fraud might occur, including through discussions with the directors and discussions within our audit team planning meeting. We determined the principal risks were related to posting journal entries to manipulate profits, and management bias in accounting estimates.

To address the risk of fraud through management bias and override of controls, we:
- Performed analytical procedures to identify any unusual or unexpected relationships.
- Identified and tested journal entries and identified any significant transactions that were unusual or outside the normal course of business.
- Investigated the rationale behind significant or unusual transactions.
- Challenged assumptions and judgements made by management in determining significant accounting estimates.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed audit procedures which included, but were not limited to:
- Agreeing financial statements disclosures to underlying supporting documentation.
- Discussions with management of known or suspected instances of non-compliance with laws and regulations.

At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance of laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement relating to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

Use of our report

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

Jordan Mitchell ACA (Senior Statutory Auditor)
for and on behalf of Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 10th December 2025

LEEDS MIND

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**227,271**	**376,912**	**604,183**	741,326
Charitable activities	6				
Peer Support		**543,578**	**16,300**	**559,878**	487,680
Wellbeing		**784,529**	**-**	**784,529**	373,911
Employment		**1,021,289**	**-**	**1,021,289**	1,115,184
Consortium		**525,523**	**-**	**525,523**	598,310
Training		**128,598**	**-**	**128,598**	40,279
Young Persons Service		**9,462**	**-**	**9,462**	113,046
Other trading activities	4	**22,690**	**-**	**22,690**	29,214
Investment income	5	**26,127**	**-**	**26,127**	1,396
Total		**3,289,067**	**393,212**	**3,682,279**	3,500,346
EXPENDITURE ON					
Raising funds	7	**237,702**	**-**	**237,702**	213,372
Charitable activities	8				
Peer Support		**563,877**	**137,732**	**701,609**	633,439
Wellbeing		**810,938**	**2,217**	**813,155**	561,110
Employment		**1,029,198**	**90,900**	**1,120,098**	1,191,231
Consortium		**528,744**	**-**	**528,744**	608,195
Training		**92,989**	**-**	**92,989**	83,690
Young Persons Service		**30,257**	**159,407**	**189,664**	307,131
Total		**3,293,705**	**390,256**	**3,683,961**	3,598,168
NET INCOME/(EXPENDITURE)		**(4,638)**	**2,956**	**(1,682)**	(97,822)
Transfers between funds	20	**90,710**	**(90,710)**	**-**	-
Net movement in funds		**86,072**	**(87,754)**	**(1,682)**	(97,822)
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,393,648**	**135,011**	**1,528,659**	1,626,481
TOTAL FUNDS CARRIED FORWARD		**1,479,720**	**47,257**	**1,526,977**	1,528,659

The notes form part of these financial statements

LEEDS MIND

BALANCE SHEET
31ST MARCH 2025

	Notes	Unrestricted funds £	Restricted fund £	**2025 Total funds £**	2024 Total funds £
FIXED ASSETS					
Tangible assets	15	**330,843**	-	**330,843**	348,000
CURRENT ASSETS					
Debtors	16	**86,669**	-	**86,669**	139,995
Investments	17	**274**	-	**274**	294
Cash at bank		**1,552,914**	**47,257**	**1,600,171**	1,518,515
		1,639,857	**47,257**	**1,687,114**	1,658,804
CREDITORS					
Amounts falling due within one year	18	**(490,980)**	-	**(490,980)**	(478,145)
NET CURRENT ASSETS		**1,148,877**	**47,257**	**1,196,134**	1,180,659
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,479,720**	**47,257**	**1,526,977**	1,528,659
NET ASSETS		**1,479,720**	**47,257**	**1,526,977**	1,528,659
FUNDS	20				
Unrestricted funds				**1,479,720**	1,393,648
Restricted funds				**47,257**	135,011
TOTAL FUNDS				**1,526,977**	1,528,659

The financial statements were approved by the Board of Trustees and authorised for issue on 10th December 2025 and were signed on its behalf by:

B. Watson

Blane Watson- Trustee

The notes form part of these financial statements

LEEDS MIND

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	**55,529**	117,485
Net cash provided by operating activities		**55,529**	117,485
Cash flows from investing activities			
Interest received		**26,127**	1,396
Net cash provided by investing activities		**26,127**	1,396
Change in cash and cash equivalents in the reporting period		**81,656**	118,881
Cash and cash equivalents at the beginning of the reporting period		**1,518,515**	1,399,634
Cash and cash equivalents at the end of the reporting period		**1,600,171**	1,518,515

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2025

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	**(1,682)**	(97,822)
Adjustments for:		
Depreciation charges	**17,157**	17,156
Losses on investments	**20**	-
Interest received	**(26,127)**	(1,396)
Decrease in debtors	**53,326**	332,811
Increase/(decrease) in creditors	**12,835**	(133,264)
Net cash provided by operations	**55,529**	117,485

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/24 £	Cash flow £	At 31/3/25 £
Net cash			
Cash at bank	**1,518,515**	**81,656**	**1,600,171**
	1,518,515	**81,656**	**1,600,171**
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	**294**	**(20)**	**274**
	294	**(20)**	**274**
Total	**1,518,809**	**81,636**	**1,600,445**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

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

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going Concern
The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Income
Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accruals basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

Expenditure
Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 10.

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

continued...

1. ACCOUNTING POLICIES - continued

Staff costs
The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

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

Cash in hand and at bank
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

Allocation of support costs
Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Funds held by the charity are either:

General funds - are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

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, together with a fair allocation of management and support costs.

Pension costs and other post-retirement benefits
The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

Operating leases
Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight line basis over the lease term.

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

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

continued...

1. ACCOUNTING POLICIES - continued

Debtors

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

Creditors, loans and provisions
Creditors, loans 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, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

The breakdown of support costs across charitable activities is based on the following rates:

Peer Support	**20.4% (2024: 18.4%)**
Wellbeing	**24.2% (2024: 13.9%)**
Employment	**34.3% (2024: 38%)**
Consortium	**16% (2024: 19.3%)**
Young Person Service	**5.1% (2024: 10.4%)**
Raising Funds	**Direct**
Training	**Direct**

continued...

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	215,475	257,900
Legacies	-	20,806
Grants	388,708	462,620
	604,183	741,326

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

Grants received, included in the above, are as follows:

	2025	2024
	£	£
National Mind	7,360	86,999
Health Inequalities- Culturally diverse minds	-	76,000
Help for Hardship	56,666	17,634
Paul Hamlyn- Children & young people	37,500	40,000
Various other small grants	6,497	12,649
Co-Op - Suicide Bereavement	-	10,736
Leeds & York Partnership - CSW	-	69,107
Leeds & York Partnership - SBS	-	36,592
Manny Cussins - Children & Young People	101,825	92,903
Elsie Pilkington - Befriending	-	5,000
The Liz and Terry Bramall Foundation - Befriending	-	5,000
Evans Cornish Foundation - Inkwell	-	10,000
Boshier - Peer Support	24,932	-
National lottery - Befriending	103,929	-
Leeds Community Foundation - Investing in Mental Health	49,999	-
	388,708	462,620

The split of grant income by activity is as follows:

	2025	2024
	£	£
Peer Support	128,861	85,107
Wellbeing	-	57,328
Employment	106,665	68,554
Young Persons Service	139,325	208,903
General	13,857	42,728
	388,708	462,620

continued...

4. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising events	2,240	2,310
Shop income	20,450	26,904
	22,690	29,214

5. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	26,127	1,396

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
LCC Adult Social Care	Peer Support	32,049	-
Leeds ICB's	Peer Support	515,114	474,379
Training	Peer Support	5,632	3,385
Consultancy	Peer Support	7,083	9,916
LCC Adult Social Care	Wellbeing	117,305	107,005
Leeds ICB's	Wellbeing	604,555	234,777
Training	Wellbeing	-	5,840
Counselling and other client income	Wellbeing	62,669	26,289
LCC Adult Social Care	Employment	39,375	39,375
Leeds ICB's	Employment	981,890	1,075,471
Training	Employment	-	250
Other income	Employment	24	88
LCC Adult Social Care	Consortium	219,420	248,676
Linking Leeds- contract	Consortium	306,103	349,634
Training	Training	123,133	39,355
Other income	Training	5,465	924
Leeds ICB's	Young Persons Service	9,462	113,046
		3,029,279	2,728,410

7. RAISING FUNDS

Raising donations and legacies

	2025	2024
	£	£
Staff costs	188,907	158,816
Staff travel, training and other costs	1,230	3,656
Office costs	22,136	27,296
Legal and professional costs	18,900	12,675
Support costs	6,529	10,929
	237,702	213,372

continued...

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Support costs (see note 10)	Totals
	£	£	£
Peer Support	**546,936**	**154,673**	**701,609**
Wellbeing	**629,439**	**183,716**	**813,155**
Employment	**860,677**	**259,421**	**1,120,098**
Consortium	**407,878**	**120,866**	**528,744**
Training	**86,130**	**6,859**	**92,989**
Young Persons Service	**151,442**	**38,222**	**189,664**
	2,682,502	**763,757**	**3,446,259**

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff costs	**2,370,505**	2,300,906
Volunteers expenses	**1,705**	1,004
Events and meetings	**24,810**	26,423
Client activities	**11,343**	38,299
Building costs	**-**	54
IT costs	**47,003**	37,883
Office costs	**4,031**	3,705
Bad debts	**-**	7,084
Staff travel, training and other costs	**45,392**	46,294
Partner payments	**177,713**	237,219
	2,682,502	2,698,871

10. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Raising donations and legacies	**6,529**	**-**	**6,529**
Peer Support	**150,778**	**3,895**	**154,673**
Wellbeing	**179,090**	**4,626**	**183,716**
Employment	**252,889**	**6,532**	**259,421**
Consortium	**117,823**	**3,043**	**120,866**
Training	**6,859**	**-**	**6,859**
Young Persons Service	**37,259**	**963**	**38,222**
	751,227	**19,059**	**770,286**

continued...

10. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

	Raising donations and legacies	Peer Support	Wellbeing	Employment
	£	£	£	£
Staff and agency staff costs	-	86,612	102,876	145,270
Staff costs other	-	3,259	3,871	5,466
Volunteer costs	-	-	-	-
General office and admin costs	-	12,657	15,034	21,229
Building and maintenance costs	-	10,318	12,255	17,304
Rent, rates and utilities	-	4,771	5,667	8,002
IT costs	6,529	29,062	34,519	48,743
Bad debts	-	593	704	994
Depreciation of tangible and heritage assets	-	3,506	4,164	5,881
Auditors' remuneration	-	3,055	3,628	5,124
Legal and professional fees	-	840	998	1,408
	6,529	154,673	183,716	259,421

	Consortium	Training	Young Persons Service	2025 Total activities	2024 Total activities
	£	£	£	£	£
Staff and agency staff costs	67,683	-	21,403	423,844	368,937
Staff costs other	2,546	-	805	15,947	36,430
Volunteer costs	-	-	-	-	135
General office and admin costs	9,890	6,859	3,128	68,797	65,274
Building and maintenance costs	8,063	-	2,550	50,490	46,130
Rent, rates and utilities	3,728	-	1,179	23,347	23,876
IT costs	22,710	-	7,182	148,745	126,209
Bad debts	463	-	146	2,900	(15,328)
Depreciation of tangible and heritage assets	2,740	-	866	17,157	17,156
Auditors' remuneration	2,387	-	755	14,949	14,000
Legal and professional fees	656	-	208	4,110	14,035
	120,866	6,859	38,222	770,286	696,854

continued...

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Auditors' remuneration	**14,949**	14,000
Depreciation - owned assets	**17,157**	17,156

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2025 nor for the year ended 31st March 2024.

Trustee donations

During the year ended 31st March 2025 monetary donations made by trustees to the Charity totalled £Nil (2024: £130).

13. INFORMATION REGARDING EMPLOYEES AND TRUSTEES

Staff costs during the year were as follows:

	2025	2024
	£	£
Wages and salaries	**2,448,088**	2,381,461
Employer's NI	**214,203**	208,909
Pension costs	**216,342**	208,459
Sessional workers	**104,623**	29,830
	2,983,256	2,828,659

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

	2025	2024
Wellbeing	**25**	28
Employment services	**26**	32
General support / central services	**23**	16
Consortium	**10**	11
Peer support	**16**	15
Young persons service	**4**	7
	104	109

The average full time equivalent for of employees during the year was 85 (2024: 83).

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Finance and Resources Manager, Director of People and Culture and Governance and Business Development Director. The total employment costs to the Charity of the key management personnel of the charity were £261,930 (2024: £272,298). These amounts are total staff costs and therefore include social security costs and employer's contributions to pension schemes. The average number of key management personnel for the year ended 31st March 2025 was 4.3 (2024: 4.7).

continued...

13. INFORMATION REGARDING EMPLOYEES AND TRUSTEES - continued

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

	2025	2024
£60,001 - £70,000	1	1

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	509,783	231,543	741,326
Charitable activities			
Peer Support	457,080	30,600	487,680
Wellbeing	313,911	60,000	373,911
Employment	1,115,184	-	1,115,184
Consortium	598,310	-	598,310
Training	40,279	-	40,279
Young Persons Service	103,046	10,000	113,046
Other trading activities	29,214	-	29,214
Investment income	1,396	-	1,396
Total	3,168,203	332,143	3,500,346
EXPENDITURE ON			
Raising funds	213,372	-	213,372
Charitable activities			
Peer Support	539,324	94,115	633,439
Wellbeing	464,009	97,101	561,110
Employment	1,116,497	74,734	1,191,231
Consortium	595,149	13,046	608,195
Training	83,690	-	83,690
Young Persons Service	102,536	204,595	307,131
Total	3,114,577	483,591	3,598,168
NET INCOME/(EXPENDITURE)	53,626	(151,448)	(97,822)
Transfers between funds	70,855	(70,855)	-
Net movement in funds	124,481	(222,303)	(97,822)
RECONCILIATION OF FUNDS			
Total funds brought forward	1,269,167	357,314	1,626,481
TOTAL FUNDS CARRIED FORWARD	1,393,648	135,011	1,528,659

continued...

15. TANGIBLE FIXED ASSETS

	Freehold property £
COST	
At 1st April 2024 and 31st March 2025	**1,143,782**
DEPRECIATION	
At 1st April 2024	**795,782**
Charge for year	**17,157**
At 31st March 2025	**812,939**
NET BOOK VALUE	
At 31st March 2025	**330,843**
At 31st March 2024	348,000

Within land and buildings the cost of non-depreciated land is £286k (2024 - £286k).

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Debtors in the ordinary course of activities	**72,113**	115,783
Prepayments and accrued income	**14,556**	24,212
	86,669	139,995

continued...

17. CURRENT ASSET INVESTMENTS

	2025	2024
	£	£
Listed investments	274	294

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Creditors in the ordinary course of activities	34,329	52,975
Social security and other taxes	47,014	46,363
Other creditors	57,407	53,553
Accruals and deferred income	352,230	325,254
	490,980	478,145

Accruals and deferred income contains deferred income of £224,496 (2024: £266,443). Movement of deferred income is as follows:

	2025	2024
At 1st April 2024	266,443	304,500
Amount released to income	(266,443)	(304,500)
Amount deferred in the year	224,496	266,443
Closing liability obligation	224,496	266,443

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	15,924	17,117
Between one and five years	3,500	19,424
	19,424	36,541

continued...

20. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	**795,648**	**12,519**	**340,710**	**1,148,877**
Designated- Freehold land and buildings	**348,000**	**(17,157)**	**-**	**330,843**
Designated- Inward investment	**250,000**	**-**	**(250,000)**	**-**
	1,393,648	**(4,638)**	**90,710**	**1,479,720**
Restricted funds				
National Mind Grants	**83,042**	**8,155**	**(77,697)**	**13,500**
Community Foundation for Leeds	**(1,453)**	**-**	**1,453**	**-**
Health Inequalities- Culturally Diverse Minds	**2,136**	**(1,303)**	**(833)**	**-**
Help for Hardship	**(577)**	**-**		**(577)**
Manny Cussins Foundation	**40,778**	**(10,491)**	**(30,287)**	**-**
Paul Hamlyn- Children & Young People	**8,187**	**(3,864)**		**4,323**
Evans Cornish	**(2,579)**	**-**	**2,579**	**-**
NHS CDM	**7,250**	**(4,424)**	**(2,826)**	**-**
Elsie Pilkington trust	**(16,901)**	**-**	**16,901**	**-**
NHS Barbers Project	**15,128**	**(490)**		**14,638**
National Lottery	**-**	**10,852**		**10,852**
BOSHIER	**-**	**(2,869)**		**(2,869)**
Community Foundation	**-**	**7,390**		**7,390**
TOTAL FUNDS	**1,528,659**	**(1,682)**	**-**	**1,526,977**

continued...

20. MOVEMENT IN FUNDS- continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,289,067	(3,276,548)	12,519
Designated- Freehold land and buildings	-	(17,157)	(17,157)
	3,289,067	(3,293,705)	(4,638)
Restricted funds			
National Mind Grants	58,663	(50,508)	8,155
Health Inequalities- Culturally Diverse Minds	-	(1,303)	(1,303)
Manny Cussins Foundation	101,825	(112,316)	(10,491)
Paul Hamlyn- Children & Young People	37,500	(41,364)	(3,864)
NHS CDM	-	(4,424)	(4,424)
NHS Barbers Project	16,300	(16,790)	(490)
National Lottery	103,994	(93,142)	10,852
BOSHIER	24,931	(27,800)	(2,869)
Community Foundation	49,999	(42,609)	7,390
TOTAL FUNDS	3,682,279	(3,683,961)	(1,682)

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	654,011	70,782	70,855	795,648
Designated- Freehold land and buildings	365,156	(17,156)	-	348,000
Designated- Inward investment	250,000	-	-	250,000
	1,269,167	53,626	70,855	1,393,648
Restricted funds				
National Mind Grants	112,265	(29,223)	-	83,042
Hyde Park Source	(316)	-	316	-
Community Foundation for Leeds	10,178	(7,774)	(3,857)	(1,453)
SWYFT Suicide Prevention	55,272	(39,324)	(15,948)	-
Co-op	801	-	(801)	-
Leeds Older Peoples Forum- Time to shine	6,635	-	(6,635)	-
Befriending				
BUPA	5,018	-	(5,018)	-
Other income	2,261	-	(2,261)	-
Various Small grants	(278)	-	278	-
NHS Hub (Peer support)	6,857	-	(6,857)	-
NHS Hub (Peer support) Counselling	(350)	-	350	-
Health Inequalities- Culturally Diverse Minds	22,394	(20,258)	-	2,136
Help for Hardship	36,932	(37,509)	-	(577)
Manny Cussins Foundation	43,888	(3,110)	-	40,778
Paul Hamlyn- Children & Young People	9,526	(1,339)	-	8,187
NHS - IPH Fellowship Programme	-	(335)	335	-
Evans Cornish	-	(2,579)	-	(2,579)
Inkwell	46,231	(15,474)	(30,757)	-
NHS CDM	-	7,250	-	7,250
Elsie Pilkington trust	-	(16,901)	-	(16,901)
NHS Barbers Project	-	15,128	-	15,128
TOTAL FUNDS	1,626,481	(97,822)	-	1,528,659

continued...

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,168,203	(3,097,421)	70,782
Designated- Freehold land and buildings	-	(17,156)	(17,156)
	3,168,203	(3,114,577)	53,626
Restricted funds			
National Mind Grants	2,640	(31,863)	(29,223)
Hyde Park Source	-	-	-
Community Foundation for Leeds	-	(7,774)	(7,774)
SWYFT Suicide Prevention	-	(39,324)	(39,324)
Health Inequalities- Culturally Diverse Minds	-	(20,258)	(20,258)
Help for Hardship	-	(37,509)	(37,509)
Manny Cussins Foundation	92,903	(96,013)	(3,110)
Paul Hamlyn- Children & Young People	40,000	(41,339)	(1,339)
NHS - IPH Fellowship Programme	10,000	(10,335)	(335)
Evans Cornish	10,000	(12,579)	(2,579)
Inkwell	60,000	(75,474)	(15,474)
NHS CDM	76,000	(68,750)	7,250
Elsie Pilkington trust	10,000	(26,901)	(16,901)
NHS Barbers Project	30,600	(15,472)	15,128
TOTAL FUNDS	3,500,346	(3,598,168)	(97,822)

continued...

20. MOVEMENT IN FUNDS - continued

National Mind Grants:
- Business Continuity/Development Fund - funding for organisational development resources.

BOSHIER – Open Minds: Autism and My Mental Health.

National Lottery – Befriending in the local community.

Community Foundation for Leeds - Open Minds covers two courses. One designed with and for LGBTQI+ people for whom identity has an impact. One designed with and for autistic individuals and how being autistic ay affect mental health.

Arts & Minds -a networking group in Leeds, bringing people together who believe the arts can promote mental wellbeing.

Manny Cussins Foundation - funding to recruit a Children and Young Person's lead, a role that is pivotal to the setup and ongoing development of a significant service for Children and Young People across Leeds and the surrounding areas.

Barbers Project – working with Barbers to open up opportunities to talk to clients about mental health.

continued...

20. MOVEMENT IN FUNDS - continued

Help For Hardship - a service delivered in partnership by local Citizens Advice, local Minds and Trussell Trust food banks to help people struggling with money and mental health problems with joined-up support from all three partners.

Paul Hamlyn - Children & Young People - grant to support Leeds Mind Young People's Peer support and funding will contribute to salaries and core costs.

Purpose of designated funds

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The previous designation of £250,000 for pilot projects and/or funding gaps has been removed by the Board with the funds now included in the general unrestricted funds.

Transfers between funds

Transfers between restricted and general funds during the year ended 31st March 2025 represents the fulfilment of the restriction and the correction of the fund balance to account for the incorrect allocation of expenditure in prior periods.

21. RELATED PARTY DISCLOSURES

Trustees are required to declare all relevant interests with which they are connected and in accordance with the Charity's policy withdraw from decisions where a conflict of interest arises. Some Trustees use their expertise in areas affecting Leeds Mind, but no Trustee had any significant personal financial interest in contracts with the Charity during the year.

There were no related party transactions for the year ended 31st March 2025.

22. PENSION COSTS

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £216,342 (2024: £208,342). At the year-end £1,346 (2024: £Nil) was outstanding.

LEEDS MIND

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**215,475**	257,900
Legacies	**-**	20,806
Grants	**388,708**	462,620
	604,183	741,326
Other trading activities		
Fundraising events	**2,240**	2,310
Shop income	**20,450**	26,904
	22,690	29,214
Investment income		
Deposit account interest	**26,127**	1,396
Charitable activities		
LCC Adult Social Care	**408,149**	395,056
Leeds ICB's	**2,111,021**	1,897,673
Training	**128,765**	48,830
Consultancy	**7,083**	9,916
Counselling and other client income	**62,669**	26,289
Linking Leeds- contract	**306,103**	349,634
Other income	**5,489**	1,012
	3,029,279	2,728,410
Total incoming resources	**3,682,279**	3,500,346
EXPENDITURE		
Raising donations and legacies		
Staff costs	**188,907**	158,816
Staff travel, training and other costs	**1,230**	3,656
Office costs	**22,136**	27,296
Legal and professional costs	**18,900**	12,675
	231,173	202,443
Charitable activities		
Staff costs	**2,370,505**	2,300,906
Volunteers expenses	**1,705**	1,004
Events and meetings	**24,810**	26,423
Client activities	**11,343**	38,299
Carried forward	**2,408,363**	2,366,632

LEEDS MIND

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025

	2025 £	2024 £
Charitable activities		
Brought forward	**2,408,363**	2,366,632
Building costs	**-**	54
IT costs	**47,003**	37,883
Office costs	**4,031**	3,705
Bad debts	**-**	7,084
Staff travel, training and other costs	**45,392**	46,294
Partner payments	**177,713**	237,219
	2,682,502	2,698,871
Support costs		
Management		
Staff and agency staff costs	**423,844**	368,937
Staff costs other	**15,947**	36,430
Volunteer costs	**-**	135
General office and admin costs	**68,797**	65,274
Building and maintenance costs	**50,490**	46,130
Rent, rates and utilities	**23,347**	23,876
IT costs	**148,745**	126,209
Bad debts	**2,900**	(15,328)
Freehold property	**17,157**	17,156
	751,227	668,819
Governance costs		
Auditors' remuneration	**14,949**	14,000
Legal and professional fees	**4,110**	14,035
	19,059	28,035
Total resources expended	**3,683,961**	3,598,168
Net expenditure	**(1,682)**	(97,822)

LEEDS MIND

England & Wales - Charity number 1007625

Accounts

REGISTERED COMPANY NUMBER: 02193270 (England and Wales)
REGISTERED CHARITY NUMBER: 1007625

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

FOR

LEEDS MIND
(A COMPANY LIMITED BY GUARANTEE)

Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

LEEDS MIND

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FOR THE YEAR ENDED 31ST MARCH 2024

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2024

Trustees:

Linda Grant	(resigned 5th December 2023)
Jen Murgatroyd	
Sarah Bronsdon	(resigned 7th October 2024)
David Gee	(resigned 5th June 2024)
Andy Graham	(resigned 5th December 2023)
Cheryl Astley	
Rebecca Lasseko	
Luke Barrett	
Ayesha Akram	(resigned 15th October 2024)
Mario Caswell	(resigned 16th January 2024)
Fiona Venner	(resigned 19th September 2023)
Kathryn Lupton	Co Chair
Tracy Commons	(appointed 20th June 2024)
Michael Gartside	(appointed 20th June 2024) (resigned 5th August 2024)
Heather Gibson-Simpson	(appointed 20th June 2024)
Caroline McGrath	(appointed 20th June 2024)
Blane Watson	(appointed 20th June 2024)

Company Secretary
Lucy Hancock

The members of the senior leadership team at 31 March 2024 were:

Lucy Hancock	Chief Executive
Eloise Bell	Head of People and Culture
Andrew Lowe	Interim Finance Lead
Myriam Barker	Interim Business Development Lead
Rhys Toone	Operations Director

Charity number
1007625

Company number
02193270

Principal and registered office
Clarence House
11 Clarence Road
Horsforth
Leeds
LS18 4LB

Auditor
Thomas Coombes
3365 The Pentagon,
Century Way,
Thorpe Park,
Leeds LS15 8ZB

Bankers
Unity Trust Bank
Nine Brindley Place
Birmingham
B1 2JB

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2024, the annual report is also prepared to meet the requirements for a Directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Reference and Administrative Details

The Charity Information page forms part of this report.

OBJECTIVES AND ACTIVITIES

Leeds Mind is a registered charity. The charity's objectives as set out in the memorandum and articles of association are to promote the preservation of good mental health and to relieve the needs of people with mental health difficulties by working to increase the understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The current strategy, launched in June 2022, runs for three years from 2022 to 2025. This strategy sets out four strategic pillars; We Connect Minds: bringing people together to make change in our communities; We Support Minds: delivering life-changing support; We Change Minds: speaking out and making mental health everyone's business; Together, we are Leeds Mind: working together to become a more inclusive and sustainable organisation. The second year of our strategy has been one of significant change and with increasing uncertainty from external environment and changes at Board and Senior Leadership Team level.

During the year to 31 March 2024 services were delivered in the following areas: Training including help for employers and anti-stigma work, Employment, Financial Wellbeing, Peer Support, Counselling, Befriending, Suicide Bereavement Services, Creative Arts, Young People's support and cultural diversity. Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds and citywide social prescribing service, Linking Leeds. In this period, Leeds Mind mobilised a new Barber's project, secured funding to expand our suicide bereavement services, continued our financial wellbeing offer, as well as new services mobilised as noted under successes and achievements.

The Employment Service, which operates under the name of WorkPlaceLeeds, supports clients in finding paid work, training and education, volunteering, and work placements. Support and advocacy are also provided to enable people in work to retain their jobs through the job retention service. An IT training suite helps people gain appropriate skills. These services are delivered in close collaboration with the West Yorkshire Integrated Care Partnership of which Leeds Integrated Care Board is part and commissions the service with part funding from Leeds City Council. The service is an IPS model which is externally audited by IPS GROW against the Fidelity standards and audited quarterly. The ICB has reduced service funding over the year which has impacted delivery and staffing.

In the previous year Leeds Mind and Mind in Bradford had signed a collaboration agreement for two joint posts to be recruited and shared across both organisations as West Yorkshire posts, this was the Business Development Director and Training and Development Lead; both posts started in role in September 2022. These posts are overseen by the West Yorkshire Mind steering committee, comprising the trustee Chairs, trustee representatives and CEOs from both organisations. This development was part of ongoing feasibility work for closer collaboration between both organisations with the aim of reaching more beneficiaries across West Yorkshire localities. Due to differing needs and positions of both organisations the decision was reached to bring these joint positions to an end; the West Yorkshire steering committee remains in place though activity was reduced during in the year to enable each organisation to prioritise their own requirements.

Our Peer Support and Lived Experience Services offer a range of workshops, courses, support and activity groups to help people develop skills to better manage their mental health. We have lived experience services working alongside the community mental health teams and mental health rehabilitation and recovery units delivering a range of therapeutic 121 and group interventions. Our lived experience services are delivered by a staff team and volunteers who have their own lived experience of mental health difficulties. Our expanded peer support provision includes leading a successful partnership under the mental health community transformation programme and support for neurodiverse and LGTBQI+ communities.

We deliver the Leeds Suicide Bereavement Service, in partnership with Leeds Survivor Leeds Crisis Service and the West Yorkshire Suicide Bereavement Service which includes the Kirklees Family service. These are postvention services delivered by staff who have lived experience of suicide. The service works with all people who have been affected by suicide in their lives. Due to evolution of the Leeds service the partnership with Leeds Survivor Lead Crisis Service came to a natural end during this year.

Our Counselling Service offers one to one support through a low-cost route or through private practice. The aim of the private practice sessions is to fund the low-cost sessions. The service is delivered by volunteer and paid counsellors all offering a person-centred approach. Due to concerns over the service's sustainability, a remodelling exercise was undertaken through quarter four with a new model in place for the coming year.

The Befriending Services offers a one-to-one service for people over fifty living in Leeds who experience mental health difficulties. Unfortunately, due to loss of funding this service came to an end in July 2023.

The Creative Arts service, Inkwell, which had changed its model to be fully community location based in the previous year, and worked with communities in higher areas of deprivation came to close in March 2024 due to loss of statutory funding. This in addition to the end of non-recurrent funded services, including suicide prevention crisis support, suicide coproduction and Boost projects came to an end.

Leeds Mind has delivered support to young people through our THRU peer support service for approximately five years. Over the course of the previous year our Young People's offer expanded to develop the Youth in Mind Service, providing a trauma informed approach to support. The Youth in Mind service has been fully coproduced with young people leading the delivery and design of the service. The expansion brought together our young people's services under one umbrella with a single point of access and quick referral route in for young people in need of support. This has continued to be successful over the year. The THRU service went through competitive tender in Autumn 2023; the specification required a partnership approach in response to the tender and was led by one of our community partners. Unfortunately, this bid was unsuccessful resulting in an exit plan being implemented for THRU towards the end of the period.

Our consortium services comprise of the social prescribing service, Linking Leeds and a community wellbeing service, Live Well Leeds. The Linking Leeds service offers people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city-wide service Linking Leeds which is led by Inspire North was in its final year of delivery during this year.

Live Well Leeds service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the City for people with a range of mental health difficulties.

Overall, the financial crisis has impacted statutory funding sources significantly affecting third sector organisations deeply, Leeds Mind has been affected by cuts to statutory funding for a number of our key contracts and has been impacted by the non-continuation of funding for specific projects as noted above. Within the year we have seen closure of our Inkwell Creative Arts service. Financial pressures have also affected trusts and foundations with increasing competition for funds due to statutory cuts. In addition, voluntary income has remained a challenge. The Leeds Mind autumn ball scheduled for October 2023 was cancelled due to poor ticket sales with the focus shifted to the remaining fundraising events in the year.

Performance reports are provided on a regular basis to service commissioners, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) are key measurement tools. In the past year and following support of one of our charity partners we have started to develop social impact reporting to better demonstrate the value of services.

We continue to deliver high quality training to a wide range of employers. We deliver the accredited Mental Health First Aid and bespoke courses to improve the mental health and wellbeing in the workplace. In the last year we have introduced suicide prevention training back into our training offer.

We are an active member of Forum Central, the alliance of all voluntary sector organisations in Leeds as well as a range of other networks across West Yorkshire. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the city with the aim of fostering positive attitudes to mental health in the workplace.

At National Mind, their change programme has been fully implemented over the last year, with a focus on Federation first and more opportunities for closer working with local Minds. It has been positive to see this change alongside the changes to the National Mind strategy with more focus on equity.

OBJECTIVES AND ACTIVITIES

Staff and volunteers

We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind.

We are also very fortunate to work with around 80 excellent and committed volunteers, in addition to our Trustees. They are active in various roles around the organisation particularly in our Befriending, Lived Experience, Counselling, groups and vents. Without their continued support it would not be possible to continue to offer the same high level of service. We hope to renew our Investors in Volunteers standard later in 2024, reflecting the support and opportunities we provide to our volunteers.

Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers. We have developed our recruitment processes to improve accessibility and committed to continuous improvement to ensure we are a welcoming and inclusive organisation true to our values. We maintain our practice and development of being a flexible employer through our flexible working and reasonable adjustments policy and practice, as well as becoming a Disability Confident employer in the last year.

Leeds Mind places considerable value on the involvement of employees and volunteers, over the last year we have begun work on staff engagement through our Voices networks and Values working groups to share and inform matters affecting them and the organisation. In addition, we have a monthly newsletter, three whole organisation meetings a year informed by staff feedback, volunteer forums and monthly team meetings. The CEO, Lucy Hancock implemented regular video updates during the last year and a People and Culture SharePoint has been developed to host and streamline organisation communications and feedback. A Wellbeing Group is responsible of implementing the wellbeing strategy and promotes the wellbeing of all our staff and volunteers.

STRATEGIC REPORT

Achievements and performance

The last year has seen significant change at Leeds Mind, with changes at Senior leadership and Board level. Linda Grant, our long-standing Chair of Trustees stepped down at the AGM in December 2024, coming to the end of her nine-year term. We express our thanks to Linda for her leadership, commitment and dedication to Leeds Mind, she will be much missed. We commenced recruitment for a new Chair in Autumn 2023 with this process ongoing into the new financial year 2024-2025. In addition, Leeds Mind Head of Finance and IT, Uzma Younus, left the organisation in August 2023 and Steven Bancroft, West Yorkshire Business Development Director left in October 2023.

An organisation review was undertaken in autumn 2023; the major changes in the organisation acted as a catalyst for the review, along with historical capacity challenges, and evolving organisational culture post-pandemic meant the organisation required a re-evaluation of our position in preparation for our next strategy and the environment we found ourselves working in. From the review we have developed a longer term and iterative plan for the organisation that addresses where we are now and more importantly where are we going. An implementation programme began at the end of March 2024 and continued in the new financial year.

We have developed our organisational culture to a more values led approach and focussed on diversifying our workforce, commitment to inclusion, and accessibility to reflect and meaningfully engage the communities we are working with. We have moved forward in these areas over the course of the year, with increasing proportions of those accessing services from culturally diverse (18%), LGBTQIA+ (17%) and neurodiverse communities (25%), although we recognise that more work needs to be done to increase access to people from areas of deprivation.

In December 2023, the Board took the decision to move away from the NJC pay scales the organisation has historically followed. This was due to increasing financial uncertainty and unaffordability of the NJC; the Board wanted to ensure a more sustainable approach for the organisation. Following staff engagement and feedback a new pay policy structure was developed for implementation in the new financial year.

The need for mental health services continues to rise. We have continued to see an increase in demand for financial wellbeing and young person's support. In 2023-2024, we supported 9633 people with many of our services seeing significant percentage increases - including the West Yorkshire Suicide Bereavement Service (14% increase), Peer Support (26%) and Support for Young People (376%).

In 2023/24, 1 in 4 of the people accessing our support was aged 25 or under (up from 1 in 5 in 2022/23). This is in line with our strategy to support children and young people, and partly thanks to our new Youth in Mind support service. With the move to a fully community location based model, Inkwell Arts supported nearly 200 people in community settings, while Money & Me, our pioneering new mental health and financial wellbeing service, opened up to referrals during the onset of the Cost of Living Crisis as demand for financial wellbeing support soared. Now in its first full year since launch in 2022/23, Money & Me has supported 122 people.

Our mental health training was affected by the West Yorkshire Mind changes, however started to recover towards the end of the financial year.

Feedback from our Clients and commissioners continues to be positive. The vast majority of our clients said they would recommend Leeds Mind to family and friends. Feedback from clients in 2023/24:

- "It's the first place I was able to feel like I was being authentic. There's a different culture of non-judgement and being accepted for who you are." (Peer Support client)
- "Having a space to come and express how I'm feeling and talk about whatever was affecting me at the time, not being judged and being able to just be, that's what I needed. (Suicide Bereavement client)
- "I was really unwell due to my financial situation and my worker really helped support me all the way through. He was very friendly, approachable, kind, understanding, helpful and made the whole process so easy. I feel so much better for having his help" (Money & Me client)

As a result of our National Mind Quality Mark review in the previous financial year, and nominations for three National Mind Excellence Awards, we were delighted to win the award for Service Influence and Participation for the Youth in Mind service and receive highly commended in the Leadership category. A member of the team along with an individual who had been supported by our Youth in Mind service attended an awards ceremony in March 2023.

This was the second year of our strategic plan 2022 - 2025 and our business planning and priorities were based around our four strategic objectives:

1. We connect Minds - bringing people together to make change in our communities.

We have done this by:

- Working with more than more than 9,600 people across Leeds and West Yorkshire.
- Connecting people socially isolated people aged over 50+ with like-minded volunteers
- Delivering arts wellbeing services in community locations including inpatient recovery units
- Improved accessibility in our recruitment processes and policies
- Relaunched our Equity, Diversity, Inclusion and Belonging groups and achieved accreditation with Stonewall Workplace Equality Index
- Continuing to build our co-located presence and relationships with our Employment Support team within the community and NHS settings
- Connecting with third sector providers by developing our consortiums and new partnerships
- Holding our first coproduced young person's city-wide conference
- Developed a Digital Working Group

2. We Support Minds - delivering life-changing support

We have done this by:

- Delivering 844 counselling sessions, including 342 subsidised (the only offer of its type in Leeds)
- Expanding our lived experience delivery services reaching more people for example young people, people affected by suicide, LGBTQ+ and neurodiverse communities
- Providing responsive support for people with our financial wellbeing service
- Securing funding to deliver new Befriending, Stepping Stone Self Harm services
- Winning the Mind Quality Awards for Influence and Participation for our Young Person's service, Youth in Mind and highly commended for Leadership.
- Increased representation across priority groups, including culturally diverse groups, neurodiversity and areas of deprivation in volunteering (Peer Support Boost Project)
- Increased proportions of those accessing services from culturally diverse (18%), LGBTQIA+ (17%) and neurodiverse communities (25%).
- Remodelled our counselling service
- Expanded our delivery across West Yorkshire, for instance through the West Yorkshire Suicide Bereavement Service or the innovative Peer Support Barber Project, focusing on barber shops in Caribbean and Southeast Asian communities in Leeds and Bradford.

3. We Change Minds - speaking out and making mental health everyone's business

We have done this by:

- Re-launched our mental health training offer and become an accredited provider of Mental Health First Aid and A Life Worth living, becoming a preferred supplier for National Mind training delivery
- Sharing service user experiences, particularly least heard voices and developed our Impact group
- Nurturing relationships with corporate and community supporters, including having our most successful event digital fundraising live streaming gaming event
- Influencing and raising our profile via campaigns including Mental Health Awareness Week, World Suicide Prevention Day, Children's Mental Health Awareness Week and Leeds Mind Multicoloured Monday.
- Raising our profile through increased media and online presence with a 10% increase in people visiting our website and social media followers
- Increasing our Charity of the Year corporate supporters by 60%
- Improving our engagement with employers through our employment service and Mindful Employer Network with workplace wellbeing events and 36 new charter signatories.
- Influencing coproduced approaches to mental health support, for example, the Book of Cope, bereavement support signposting leaflet and coproduction guidelines for staff (all produced by the Suicide Prevention Coproduction Project).

4. Together, we are Leeds Mind - working together to become a more inclusive and sustainable organisation

We have done this by:

- Implemented an organisation review to revise infrastructure and focus on sustainability
- Supported financial stability through development of new pay structure, systems review within People & Culture; telephony and appointed new auditors
- Embedded Values approach into our performance and recruitment processes and improved development opportunities for staff
- Delivered a trustee recruitment programme to bring diversity of experience to our Board

- Reviewed our systems onboarding a new IT provider and outsourcing pay roll
- Successfully applying for trust and foundation funding in line with our strategic aims to expand our offer and scope
- Grown our service offer securing income to maintain and develop new services for example Arts and Minds, Open Minds

Support for Leeds Mind
We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

Fundraising
Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day-to-day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.
We have not received any complaints in relation to our fundraising practice for the year under review.

Financial review
Financial Position
Total income for the year was £3,500,346 (2023: £3,543,764), a decrease of 1%. Movement is mainly due to a decline in donations and legacies of £47,961, reflecting the challenging economic environment.

Expenditure in the year has increased to £3,598,168 (2023: £3,485,551). The increase of £112,617 comprises of an increase to salaries of £173,603 (7%) due to pay award and increased in headcount. This was offset by a reduction in direct and support costs of £60,986 (7%).

Overall Leeds Mind made a deficit for the year of £97,822 (2023: surplus of £58,213).

Principal Funding Sources
The main funding sources are the NHS in Leeds through the West Yorkshire Integrated Care Board (ICB) and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate. We are also fortunate to have some funding support through grants and trusts.

Fixed Assets and Investments
The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long-term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

STRATEGIC REPORT

Financial review

Reserves policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2024 the unrestricted reserves requirement is calculated as £866,483. As of 31 March 2024, Leeds Mind held £1,045,648, made up of £795,648 in the unrestricted general fund and £250,000 in the designated fund held for 'inward investment' created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities.

Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

STRATEGIC REPORT

Plans for the Future

This has been the second year of our strategy 2022-2025. The business plan 2023-2024 details how year two of the strategy has been implemented and is overseen by the Board of Trustees.

Our strategic plan 2022-2025 sets out our objectives under four strategic pillars and forms the basis for business planning across Leeds Mind. The main objectives for 2024/25 are set out below:

1. We Connect Minds - bringing people together to make change in our communities.

We will do this by:

- Finalising our Equality and Inclusion dashboard with KPIs for neurodiversity and ethnicity.
- Apply for a Race Equality accreditation and plan for Disability Confident Employer level 2.
- Working collaboratively with Mind in Bradford to develop the West Yorkshire Mind offer starting with a fully integrated Business Development function.
- Developing partnerships across the West Yorkshire region and increase our corporate partners across the region.
- Continue to embed our approach within Community Mental Health Transformation through our delivery, networks and partnership approaches.

2. We Support Minds - delivering life changing support.

We will do this by:

- Create a new approach to internal communications through using staff engagement data.
- Develop our approach to diversity impact assessments and improve our shared learning practice.
- Continue to develop our professional development offer and recruitment strategy.
- Improve our Impact assessment to better demonstrate the support we provide.
- Secure funding to continue our young people's, financial wellbeing and open Mind's services.
- Successfully secure our employment support contract through new tendering frameworks and partnership.
- Continue to improve our reach to people accessing our services from culturally diverse communities and areas of high deprivation.
- Continue to embed the sustainable counselling model.
- Relaunching our performance management framework to develop organisational culture.

3. We Change Minds - speaking out and making mental health everyone's business.

We will do this by:

- Developing a revised approach to our communications strategy to align our external communications with strategic priorities.
- Promoting workplace wellbeing and increasing representation of our communities through delivering a successful Mindful Employer conference and through our training offer.
- Building on our collaboration with stakeholders and partners to develop new services.
- Continue to develop our corporate partnerships and opportunities.
- Sharing client stories and least heard experiences to demonstrate our impact and value of lived experience.

4. Together, we are Leeds Mind - working together to become a more inclusive and sustainable organisation.

We will do this by:

- Implementing our organisational change programme to support our approach to sustainability and growth.
- Continuing to embed a values-based approach to workforce development to underpin the culture and behaviours of the organisation.
- Develop a Board Development programme to support our trustees.
- Improving our cyber security through training and accreditation.
- Continue to prioritise efficiency reviewing our client management and priority systems.
- Complete a property options appraisal to inform our location plans.
- Reviewing our wellbeing strategy and staff support offer to improve staff retention and absence.
- Develop a strategy process and implementation plan ready to launch our new strategy in 2025.
- Secure income to continue to maintain existing services, diversify our income and increase our commercial training and voluntary income.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Leeds Mind was founded in 1972. The company is incorporated under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in October 2022. National Mind's current process is that full MQM assessments take place every 3 years, meaning that Leeds Mind could expect the next review in Autumn 2025, however this is not confirmed yet.

Organisational structure

All Directors of the company are also Trustees of the charity. We have two co-opted members to two board committees who provide specialist input. There are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there were twelve trustees in the financial year ending 31st March 2024 with four trustees resigning during the period. The Board meets quarterly, and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year, and they are responsible for Finance, Quality and Performance, People & Culture and Business Development. A Remuneration Committee meets annually to review the salaries of the senior leadership team.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are recruited through an open recruitment process. They are given an overview of the organisation by the Chief Executive. All new Trustees attend the Leeds Mind induction and National Mind induction. In addition, they are offered the opportunity to meet with different services, attend whole organisation meetings and events. External training in the role of Trustees is provided as necessary.

The Board agrees the strategy and direction of Leeds Mind and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the senior leadership team.

Key management remuneration

All staff, including the senior leadership team have historically been paid on the NJC pay scales until this financial year when changes to the pay structure were implemented. Pay levels are benchmarked regularly against other providers and similar roles in Leeds. Any changes to grading are agreed by the People Development Committee of the Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed on a quarterly basis.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:

- The short-term nature of some statutory and trust funding and tendering of two significant contracts leading to uncertainty for both the staff and the organisation.

- Rebuilding voluntary income which has not recovered from the COVID pandemic.

- The volatility of the economic and political climate, cost of living crisis and financial crisis impacting all major statutory funding sources with increasing costs and decreasing funding squeezing organisational resources and impacting sustainability.

- Changes to national procurement policy

- Reputational risk associated with the Mind brand

- Non-compliance with core legislation for example safeguarding, GDPR, Health and Safety processes and procedures.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A lead trustee for safeguarding appointed. A risk appetite statement is agreed by the Trustees annually.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Leeds Mind for the purposes of company law) are responsible for preparing the Report of the Trustees 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 those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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; and
- 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.

AUDITORS

The auditors, Thomas Coombs Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 11th December 2024 and signed on the board's behalf by:

.....

Kate Lupton- Co Chair

Opinion
We have audited the financial statements of Leeds Mind (the 'charitable company') for the year ended 31st March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31st March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Based on our understanding of the entity and industries in which it operates, we identified the principal risks of non-compliance with laws and regulations related to health and safety, safeguarding, employments law and data protection. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, tax legislation and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

We assessed the susceptibility of the company's financial statements to material misstatement and how fraud might occur, including through discussions with the directors and discussions within our audit team planning meeting. We determined the principal risks were related to posting journal entries to manipulate profits, and management bias in accounting estimates.

To address the risk of fraud through management bias and override of controls, we:
- Performed analytical procedures to identify any unusual or unexpected relationships.
- Identified and tested journal entries and identified any significant transactions that were unusual or outside the normal course of business.
- Investigated the rationale behind significant or unusual transactions.
- Challenged assumptions and judgements made by management in determining significant accounting estimates.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed audit procedures which included, but were not limited to:
- Agreeing financial statements disclosures to underlying supporting documentation.
- Discussions with management of known or suspected instances of non-compliance with laws and regulations.

At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance of laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement relating to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

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

Use of our report

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

Christopher Darwin FCA (Senior Statutory Auditor)
for and on behalf of Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 11th December 2024

LEEDS MIND

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations, grants and legacies	3	**509,783**	**231,543**	**741,326**	789,287
Charitable activities	6				
Peer Support		**457,080**	**30,600**	**487,680**	579,427
Wellbeing		**313,911**	**60,000**	**373,911**	641,649
Employment		**1,115,184**	-	**1,115,184**	1,033,282
Consortium		**598,310**	-	**598,310**	382,910
Training		**40,279**	-	**40,279**	89,425
Young Persons Service		**103,046**	**10,000**	**113,046**	-
Other trading activities	4	**29,214**	-	**29,214**	22,795
Investment income	5	**1,396**	-	**1,396**	4,989
Total		**3,168,203**	**332,143**	**3,500,346**	3,543,764
EXPENDITURE ON					
Raising funds	7	**213,372**	-	**213,372**	197,784
Charitable activities	8				
Peer Support		**539,324**	**94,115**	**633,439**	714,782
Wellbeing		**464,009**	**97,101**	**561,110**	862,014
Employment		**1,116,497**	**74,734**	**1,191,231**	1,204,278
Consortium		**595,149**	**13,046**	**608,195**	421,913
Training		**83,690**	-	**83,690**	84,780
Young Persons Service		**102,536**	**204,595**	**307,131**	-
Total		**3,114,577**	**483,591**	**3,598,168**	3,485,551
NET INCOME/(EXPENDITURE)		**53,626**	**(151,448)**	**(97,822)**	58,213
Transfers between funds	20	**70,855**	**(70,855)**	-	-
Net movement in funds		**124,481**	**(222,303)**	**(97,822)**	58,213
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,269,167**	**357,314**	**1,626,481**	1,568,268
TOTAL FUNDS CARRIED FORWARD		**1,393,648**	**135,011**	**1,528,659**	1,626,481

The notes form part of these financial statements

LEEDS MIND

BALANCE SHEET
31ST MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	15	**348,000**	-	**348,000**	365,156
CURRENT ASSETS					
Debtors	16	**139,995**	-	**139,995**	472,806
Investments	17	**294**	-	**294**	294
Cash at bank		**1,383,504**	**135,011**	**1,518,515**	1,399,634
		1,523,793	**135,011**	**1,658,804**	1,872,734
CREDITORS					
Amounts falling due within one year	18	**(478,145)**	-	**(478,145)**	(611,409)
NET CURRENT ASSETS		**1,045,648**	**135,011**	**1,180,659**	1,261,325
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,393,648**	**135,011**	**1,528,659**	1,626,481
NET ASSETS		**1,393,648**	**135,011**	**1,528,659**	1,626,481
FUNDS	20				
Unrestricted funds				**1,393,648**	1,269,167
Restricted funds				**135,011**	357,314
TOTAL FUNDS				**1,528,659**	1,626,481

The financial statements were approved by the Board of Trustees and authorised for issue on 11th December 2024 and were signed on its behalf by:

B. Watson

.....

Blane Watson- Trustee

The notes form part of these financial statements

LEEDS MIND

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	117,485	528,841
Net cash provided by operating activities		117,485	528,841
Cash flows from investing activities			
Interest received		1,396	4,989
Net cash provided by investing activities		1,396	4,989
Change in cash and cash equivalents in the reporting period		118,881	533,830
Cash and cash equivalents at the beginning of the reporting period		1,399,634	865,804
Cash and cash equivalents at the end of the reporting period		1,518,515	1,399,634

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**(97,822)**	58,213
Adjustments for:		
Depreciation charges	**17,156**	17,157
Interest received	**(1,396)**	(4,989)
Decrease in debtors	**332,811**	139,318
(Decrease)/increase in creditors	**(133,264)**	319,142
Net cash provided by operations	**117,485**	528,841

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23	Cash flow	At 31/3/24
	£	£	£
Net cash			
Cash at bank	**1,399,634**	**118,881**	**1,518,515**
	1,399,634	**118,881**	**1,518,515**
Liquid resources			
Deposits included in cash	**-**	**-**	**-**
Current asset investments	**294**	**-**	**294**
	294	**-**	**294**
Total	**1,399,928**	**118,881**	**1,518,809**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

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

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going Concern
The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Income
Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement, and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accrual's basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

Expenditure
Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 10.

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Staff costs
The costs of short-term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

continued...

1. ACCOUNTING POLICIES - continued

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

Cash in hand and at bank
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

Allocation of support costs
Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Funds held by the charity are either:

General funds - are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

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, together with a fair allocation of management and support costs.

Pension costs and other post-retirement benefits
The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

Operating leases
Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight-line basis over the lease term.

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

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

continued...

1. ACCOUNTING POLICIES - continued

Creditors, loans and provisions
Creditors, loans 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, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

The breakdown of support costs across charitable activities is based on the following rates:

Peer Support	18.4% (2023: 23.9%)
Wellbeing	13.9% (2023: 24.9%)
Employment	38% (2023: 38.4%)
Consortium	19.3% (2023: 12.8%)
Young Person Service	10.4% (2023: Nil)
Raising Funds	Direct
Training	Direct

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	257,900	278,331
Legacies	20,806	170,803
Grants	462,620	340,153
	741,326	789,287

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

continued...

3. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	2024	2023
	£	£
National Mind	86,999	179,940
BUPA	-	6,533
NHS Hub (peer support)- Counselling fund	-	11,070
NHS Hub (peer support)	-	8,927
Health Inequalities- Culturally diverse minds	76,000	48,500
Help for Hardship	17,634	50,000
Paul Hamlyn- Children & young people	40,000	20,000
Various other small grants	12,649	5,183
Co-Op - Suicide Bereavement	10,736	-
Leeds & York Partnership - CSW	69,107	-
Leeds & York Partnership - SBS	36,592	-
Manny Cussins - Children & Young People	92,903	-
Elsie Pilkington - Befriending	5,000	-
The Liz and Terry Bramall Foundation - Befriending	5,000	-
Evans Cornish Foundation - Inkwell	10,000	-
Hyde Park Source - grounds maintenance	-	10,000
	462,620	340,153

The split of grant income by activity is as follows:

	2024	2023
	£	£
Peer Support	85,107	154,803
Wellbeing	57,328	29,044
Employment	68,554	106,015
Young Persons Service	208,903	-
General	42,728	50,291
	462,620	340,153

4. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events	2,310	4,795
Shop income	26,904	18,000
	29,214	22,795

5. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	1,396	4,989

continued...

6. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Peer Support	487,680	579,427
Wellbeing	373,911	641,649
Employment	1,115,184	1,033,282
Consortium	598,310	382,910
Training	40,279	89,425
Young Persons Service	113,046	-
	2,728,410	2,726,693

	2024	2023
	£	£
LCC Adult Social Care	395,056	415,842
WY ICB	1,897,673	1,587,688
SWYFT Suicide Prevention	-	46,000
Training	48,830	94,602
Consultancy	9,916	13,051
Counselling and other client income	26,289	14,700
Linking Leeds- contract	349,634	382,910
North Yorkshire Hospice Care	-	32,175
Health education- Clinical Support workers	-	46,526
Health Education- Young black minds	-	70,000
Various other small funds	-	9,949
Community Foundation for Leeds	-	13,250
Other income	1,012	-
	2,728,410	2,726,693

7. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Staff costs	158,816	147,944
Staff travel, training and other costs	3,656	1,193
Volunteer expenses	-	91
Office costs	27,296	38,722
Legal and professional costs	12,675	3,000
Support costs	10,929	6,834
	213,372	197,784

continued...

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Support costs (see note 10)	Totals
	£	£	£
Peer Support	**508,556**	**124,883**	**633,439**
Wellbeing	**466,655**	**94,455**	**561,110**
Employment	**932,748**	**258,483**	**1,191,231**
Consortium	**477,344**	**130,851**	**608,195**
Training	**77,482**	**6,208**	**83,690**
Young Persons Service	**236,086**	**71,045**	**307,131**
	2,698,871	**685,925**	**3,384,796**

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	**2,300,906**	2,110,692
Volunteers expenses	**1,004**	1,151
Events and meetings	**26,423**	18,974
Client activities	**38,299**	6,839
Building costs	**54**	2,727
Rent, rates and utilities	**-**	21,269
IT costs	**37,883**	122,878
Office costs	**3,705**	12,918
Bad debts	**7,084**	10,923
Staff travel, training and other costs	**46,294**	53,721
Partner payments	**237,219**	186,459
	2,698,871	2,548,551

10. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Raising donations and legacies	**10,929**	**-**	**10,929**
Peer Support	**119,732**	**5,151**	**124,883**
Wellbeing	**90,559**	**3,896**	**94,455**
Employment	**247,822**	**10,661**	**258,483**
Consortium	**125,454**	**5,397**	**130,851**
Training	**6,208**	**-**	**6,208**
Young Persons Service	**68,115**	**2,930**	**71,045**
	668,819	**28,035**	**696,854**

continued...

10. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

	Raising donations and legacies	Peer Support	Wellbeing	Employment
	£	£	£	£
Staff and agency staff costs	-	67,785	51,268	140,299
Staff costs other	-	6,693	5,062	13,854
Volunteer costs	-	25	19	51
General office and admin costs	-	10,851	8,208	22,462
Building and maintenance costs	159	8,446	6,388	17,482
Rent, rates and utilities	-	4,386	3,318	9,080
IT costs	7,760	21,763	16,460	45,044
Bad debts	3,010	(3,369)	(2,548)	(6,974)
Depreciation of tangible and heritage assets	-	3,152	2,384	6,524
Auditors' remuneration	-	2,572	1,946	5,324
Legal and professional fees	-	2,579	1,950	5,337
	10,929	124,883	94,455	258,483

	Consortium	Training	Young Persons Service	2024 Total activities	2023 Total activities
	£	£	£	£	£
Staff and agency staff costs	71,023	-	38,562	368,937	396,420
Staff costs other	7,013	-	3,808	36,430	21,663
Volunteer costs	26	-	14	135	339
General office and admin costs	11,371	6,208	6,174	65,274	89,130
Building and maintenance costs	8,850	-	4,805	46,130	48,078
Rent, rates and utilities	4,596	-	2,496	23,876	25,959
IT costs	22,802	-	12,380	126,209	102,187
Bad debts	(3,530)	-	(1,917)	(15,328)	15,548
Depreciation of tangible and heritage assets	3,303	-	1,793	17,156	17,157
Auditors' remuneration	2,695	-	1,463	14,000	12,240
Legal and professional fees	2,702	-	1,467	14,035	17,329
	130,851	6,208	71,045	696,854	746,050

continued...

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	**14,000**	12,240
Depreciation - owned assets	**17,156**	17,157

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023.

Trustee donations

During the year ended 31st March 2024 monetary donations made by trustees to the Charity totalled £130 (2023: £Nil).

13. INFORMATION REGARDING EMPLOYEES AND TRUSTEES

Staff costs during the year were as follows:	2024	2023
	£	£
Wages and salaries	**2,411,291**	2,274,001
Employer's NI	**208,909**	201,331
Pension costs	**208,459**	179,724
	2,828,659	2,655,056

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

	2024	2023
Wellbeing	**28**	27
Employment services	**32**	32
General support / central services	**16**	18
Consortium	**11**	17
Peer support	**15**	13
Young persons service	**7**	-
	109	107

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

	2024	2023
£60,001 - £70,000	**1**	-

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Head of Finance and IT, Head of People and Culture and the Business Development Director. The total employee benefits of the key management personnel of the charity were £272,298 (2023: £232,959). The average number of key management personnel for the year ended 31st March 2024 was 4.7 (2023: 3).

continued...

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	467,108	322,179	789,287
Charitable activities			
Peer Support	512,677	66,750	579,427
Wellbeing	579,200	62,449	641,649
Employment	1,033,282	-	1,033,282
Consortium	382,910	-	382,910
Training	89,425	-	89,425
Other trading activities	22,795	-	22,795
Investment income	4,989	-	4,989
Total	3,092,386	451,378	3,543,764
EXPENDITURE ON			
Raising funds	197,784	-	197,784
Charitable activities			
Peer Support	323,723	391,059	714,782
Wellbeing	862,014	-	862,014
Employment	1,204,278	-	1,204,278
Consortium	421,913	-	421,913
Training	84,780	-	84,780
Total	3,094,492	391,059	3,485,551
NET INCOME/(EXPENDITURE)	(2,106)	60,319	58,213
RECONCILIATION OF FUNDS			
Total funds brought forward	1,271,273	296,995	1,568,268
TOTAL FUNDS CARRIED FORWARD	1,269,167	357,314	1,626,481

continued...

15. TANGIBLE FIXED ASSETS

	Freehold property £
COST	
At 1st April 2023 and 31st March 2024	**1,143,782**
DEPRECIATION	
At 1st April 2023	**778,626**
Charge for year	**17,156**
At 31st March 2024	**795,782**
NET BOOK VALUE	
At 31st March 2024	**348,000**
At 31st March 2023	365,156

Within land and buildings, the cost of non-depreciated land is £286k (2023 - £286k).

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Debtors in the ordinary course of activities	**115,783**	464,806
Prepayments and accrued income	**24,212**	8,000
	139,995	472,806

17. CURRENT ASSET INVESTMENTS

	2024 £	2023 £
Listed investments	**294**	294

continued...

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Creditors in the ordinary course of activities	**52,975**	221,109
Social security and other taxes	**46,363**	4,806
Other creditors	**53,553**	-
Accruals and deferred income	**325,254**	385,494
	478,145	611,409

Accruals and deferred income contain deferred income of £266,443 (2023: £304,500). Movement of deferred income is as follows:

	2024	2023
At 1st April 2023	**304,500**	127,231
Amount released to income	**(304,500)**	(94,551)
Amount deferred in the year	**266,443**	271,820
Closing liability obligation	**266,443**	304,500

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	**17,117**	16,722
Between one and five years	**19,424**	27,441
	36,541	44,163

continued...

20. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	654,011	70,782	70,855	795,648
Designated- Freehold land and buildings	365,156	(17,156)	-	348,000
Designated- Inward investment	250,000	-	-	250,000
	1,269,167	53,626	70,855	1,346,943
Restricted funds				
National Mind Grants	112,265	(29,223)	-	83,042
Hyde Park Source	(316)	-	316	-
Community Foundation for Leeds	10,178	(7,774)	(3,857)	(1,453)
SWYFT Suicide Prevention	55,272	(39,324)	(15,948)	-
Co-op	801	-	(801)	-
Leeds Older Peoples Forum- Time to shine Befriending	6,635	-	(6,635)	-
BUPA	5,018	-	(5,018)	-
Other income	2,261	-	(2,261)	-
Various Small grants	(278)	-	278	-
NHS Hub (Peer support)	6,857	-	(6,857)	-
NHS Hub (Peer support) Counselling	(350)	-	350	-
Health Inequalities- Culturally Diverse Minds	22,394	(20,258)	-	2,136
Help for Hardship	36,932	(37,509)	-	(577)
Manny Cussins Foundation	43,888	(3,110)	-	40,778
Paul Hamlyn- Children & Young People	9,526	(1,339)	-	8,187
NHS - IPH Fellowship Programme	-	(335)	335	-
Evans Cornish	-	(2,579)	-	(2,579)
Inkwell	46,231	(15,474)	(30,757)	-
NHS CDM	-	7,250	-	7,250
Elsie Pilkington trust	-	(16,901)	-	(16,901)
NHS Barbers Project	-	15,128	-	15,128
TOTAL FUNDS	1,626,481	(97,822)	-	1,528,659

continued...

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,168,203	(3,097,421)	70,782
Designated- Freehold land and buildings	-	(17,156)	(17,156)
	3,168,203	(3,114,577)	53,626
Restricted funds			
National Mind Grants	2,640	(31,863)	(29,223)
Hyde Park Source	-	-	-
Community Foundation for Leeds	-	(7,774)	(7,774)
SWYFT Suicide Prevention	-	(39,324)	(39,324)
Health Inequalities- Culturally Diverse Minds	-	(20,258)	(20,258)
Help for Hardship	-	(37,509)	(37,509)
Manny Cussins Foundation	92,903	(96,013)	(3,110)
Paul Hamlyn- Children & Young People	40,000	(41,339)	(1,339)
NHS - IPH Fellowship Programme	10,000	(10,335)	(335)
Evans Cornish	10,000	(12,579)	(2,579)
Inkwell	60,000	(75,474)	(15,474)
NHS CDM	76,000	(68,750)	7,250
Elsie Pilkington trust	10,000	(26,901)	(16,901)
NHS Barbers Project	30,600	(15,472)	15,128
TOTAL FUNDS	3,500,346	(3,598,168)	(97,822)

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	638,960	15,051	-	654,011
Designated- Freehold land and buildings	382,313	(17,157)	-	365,156
Designated- Inward investment	250,000	-	-	250,000
	1,271,273	(2,106)	-	1,269,167
Restricted funds				
National Mind Grants	42,835	69,430	-	112,265
Hyde Park Source	-	(316)	-	(316)
Community Foundation for Leeds	-	10,178	-	10,178
Inkwell	60,000	(13,769)	-	46,231
SWYFT Suicide Prevention	46,000	9,272	-	55,272
Co-op	11,572	(10,771)	-	801
Leeds Older People's Forum: Time To Shine Befriending	36,842	(30,207)	-	6,635
Manny Cussins Foundations	92,146	(48,258)	-	43,888
BUPA	-	5,018	-	5,018
Other Income	4,000	(1,739)	-	2,261
Various Small Grants	3,600	(3,878)	-	(278)
NHS Hub (Peer Support)	-	6,857	-	6,857
NHS Hub (Peer Support) Counselling	-	(350)	-	(350)
Health Inequalities – Culturally Diverse Minds	-	22,394	-	22,394
Help For Hardship	-	36,932	-	36,932
Paul Hamlyn – Children & Young People	-	9,526	-	9,526
TOTAL FUNDS	1,568,268	58,213	-	1,626,481

continued...

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,092,386	(3,077,335)	15,051
Designated- Freehold land and buildings	-	(17,157)	(17,157)
	3,092,386	(3,094,492)	(2,106)
Restricted funds			
National Mind Grants	161,966	(92,536)	69,430
Hyde Park Source	10,000	(10,316)	(316)
Community Foundation for Leeds	13,250	(3,072)	10,178
Inkwell	60,000	(73,769)	(13,769)
SWYFT Suicide Prevention	46,000	(36,728)	9,272
Co-op	-	(10,771)	(10,771)
Leeds Older People's Forum: Time To Shine Befriending	-	(30,207)	(30,207)
Manny Cussins Foundations	-	(48,258)	(48,258)
BUPA	6,533	(1,515)	5,018
Other Income	9,949	(11,688)	(1,739)
Various Small Grants	5,183	(9,061)	(3,878)
NHS Hub (Peer Support)	8,927	(2,070)	6,857
NHS Hub (Peer Support) Counselling	11,070	(11,420)	(350)
Health Inequalities – Culturally Diverse Minds	48,500	(26,106)	22,394
Help For Hardship	50,000	(13,068)	36,932
Paul Hamlyn – Children & Young People	20,000	(10,474)	9,526
TOTAL FUNDS	3,543,764	3,458,551	58,213

National Mind Grants:
- Coop Resilience Programme - Stronger Together - Supporting the Leeds Suicide Bereavement Family Fund.
- Investing in Mental Health (Money & Me) - to support people with both their mental and financial wellbeing by providing up to eight support sessions with a navigator to help understand and improve money management, to better protect their mental wellbeing.
- Business Continuity/Development Fund - funding for organisational development review
- Peer Support General - Mind LMGF Service - a community of people who have experienced difficulties with mental health. Through shared lived experience, there is a focus on an individual's strengths and helping to develop skills and strategies to maintain their mental health.

Hyde Park Source - grant to reinvigorate the grounds of the Leeds Mind headquarters.

Community Foundation for Leeds - Open Minds covers two courses. One designed with and for LGBTQI+ people for whom identity has an impact. One designed with and for autistic individuals and how being autistic ay affect mental health.

Inkwell Arts - funding to provide a creative wellbeing service. Leeds Mind support the community in discovering the link between creativity and wellbeing, helping them to look after their mental health for the long term.

SWYFT Suicide Prevention - funding to develop and subsequently deliver a service of financial wellbeing support.

Co-op - From Co-op Foundation to help young people support each other during bereavement, will use the funding for Leeds Bereaved by Suicide service, expect to support young people throughout the project.

continued...

20. MOVEMENT IN FUNDS - continued

Leeds Older People's Forum - Time to Shine Befriending - for the delivery of a social support and befriending service for people aged 50+ who are experiencing mental health difficulties and high levels of social isolation.

Manny Cussins Foundation - funding to recruit a Children and Young Person's lead, a role that is pivotal to the setup and ongoing development of a significant service for Children and Young People across Leeds and the surrounding areas.

Bupa - funding to support men in Leeds struggling with social isolation and or mental health difficulties.

NHS Hub (Peer Support) - Peer support group working for 11-to-25-year-olds.

NHS Hub (Peer Support) Counselling - One to one counselling service

Health Inequalities - Culturally diverse minds - funding to extended community engagement work with the Young Black Minds project for one year. Specifically, to provide additional peer support workers to the project.

Help For Hardship - a service delivered in partnership by local Citizens Advice, local Minds and Trussell Trust food banks to help people struggling with money and mental health problems with joined-up support from all three partners.

Paul Hamlyn - Children & Young People - grant to support Leeds Mind Young People's Peer support and funding will contribute to salaries and core costs.

Purpose of designated funds

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The inward investment designated fund of £250,000 was created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

Transfers between funds

Transfers between restricted and general funds during the year ended 31st March 2024 represents the fulfilment of the restriction and the correction of the fund balance to account for the incorrect allocation of expenditure in prior periods.

21. RELATED PARTY DISCLOSURES

Trustees are required to declare all relevant interests with which they are connected and in accordance with the Charity's policy withdraw from decisions where a conflict of interest arises. Some Trustees use their expertise in areas affecting Leeds Mind, but no Trustee had any significant personal financial interest in contracts with the Charity during the year.

There were no related party transactions for the year ended 31st March 2024.

22. PENSION COSTS

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £208,459 (2023: £179,724). At the year end £Nil (2023: £1,883) was outstanding.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**257,900**	278,331
Legacies	**20,806**	170,803
Grants	**462,620**	340,153
	741,326	789,287
Other trading activities		
Fundraising events	**2,310**	4,795
Shop income	**26,904**	18,000
	29,214	22,795
Investment income		
Deposit account interest	**1,396**	4,989
Charitable activities		
LCC Adult Social Care	**395,056**	415,842
WY ICB	**1,897,673**	1,587,688
SWYFT Suicide Prevention	**-**	46,000
Training	**48,830**	94,602
Consultancy	**9,916**	13,051
Counselling and other client income	**26,289**	14,700
Linking Leeds- contract	**349,634**	382,910
North Yorkshire Hospice Care	**-**	32,175
Health education- Clinical Support workers	**-**	46,526
Health Education- Young black minds	**-**	70,000
Various other small funds	**-**	9,949
Community Foundation for Leeds	**-**	13,250
Other income	**1,012**	-
	2,728,410	2,726,693
Total incoming resources	**3,500,346**	3,543,764
EXPENDITURE		
Raising donations and legacies		
Staff costs	**158,816**	147,944
Staff travel, training and other costs	**3,656**	1,193
Volunteer expenses	**-**	91
Office costs	**27,296**	38,722
Legal and professional costs	**12,675**	3,000
	202,443	190,950
Charitable activities		
Staff costs	**2,300,906**	2,110,692
Carried forward	**2,300,906**	2,110,692

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024

	2024	2023
	£	£
Charitable activities		
Brought forward	**2,300,906**	2,110,692
Volunteers expenses	**1,004**	1,151
Events and meetings	**26,423**	18,974
Client activities	**38,299**	6,839
Building costs	**54**	2,727
Rent, rates and utilities	**-**	21,269
IT costs	**37,883**	122,878
Office costs	**3,705**	12,918
Bad debts	**7,084**	10,923
Staff travel, training and other costs	**46,294**	53,721
Partner payments	**237,219**	186,459
	2,698,871	2,548,551
Support costs		
Management		
Staff and agency staff costs	**368,937**	396,420
Staff costs other	**36,430**	21,663
Volunteer costs	**135**	339
General office and admin costs	**65,274**	89,130
Building and maintenance costs	**46,130**	48,078
Rent, rates and utilities	**23,876**	25,959
IT costs	**126,209**	102,187
Bad debts	**(15,328)**	15,548
Freehold property	**17,156**	17,157
	668,819	716,481
Governance costs		
Auditors' remuneration	**14,000**	12,240
Legal and professional fees	**14,035**	17,329
	28,035	29,569
Total resources expended	**3,598,168**	3,485,551
Net (expenditure)/income	**(97,822)**	58,213

This page does not form part of the statutory financial statements.

Leeds Mind

Clarence House

11 Clarence Road

Horsforth

Leeds

LS18 4LB

Company number: 02193270

Thomas Coombs Limited

3365 The Pentagon

Century Way

Thorpe Park

Leeds

LS15 8ZB

11th December 2024

To whom it may concern,

LEEDS MIND

LETTER OF REPRESENTATION

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2024

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your audit of the charitable company's financial statements for the year ended 31st March 2024. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy ourselves that we can make each of the following representations. All representations are made to the best of our knowledge and belief.

General

1. We have fulfilled our responsibilities as directors / trustees as set out in the terms of your engagement letter dated 29th May 2024, under the Companies Act 2006 for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.

2. All the transactions undertaken by the charitable company have been properly reflected and recorded in the accounting records.

3. All the accounting records have been made available to you for the purpose of your audit. We have provided you with unrestricted access to all appropriate persons within the charitable company, and with all other records and related information requested, including minutes of all management and trustee meetings and correspondence with The Charity Commission.

4. The financial statements are free of material misstatements, including omissions.

5. The effects of uncorrected misstatements are immaterial both individually and in total. The total impact of uncorrected misstatements is £Nil.

Internal control and fraud

6. We acknowledge our responsibility for the design, implementation and maintenance of internal control to prevent and detect fraud and error, and we believe that we have appropriately fulfilled these responsibilities. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud.

7. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others where fraud could have a material effect on the financial statements.

8. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysts, regulators or others.

Assets and liabilities

9. The charitable company has satisfactory title to all assets and there are no liens or encumbrances on the charitable company's assets, except for those that are disclosed in the notes to the financial statements.

10. All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.

11. We have no plans or intentions that may materially alter the carrying value and, where relevant, the fair value measurements or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

12. The methods, data and significant assumptions used by us in making accounting estimates, and their related disclosures, are appropriate to achieve recognition, measurement and disclosure that is reasonable in the context of the applicable financial reporting framework.

Loans and arrangements

13. The charitable company has not granted any advances or credits to, or made guarantees on behalf of, directors other than those disclosed in the financial statements.

Legal claims

14. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for and disclosed in the financial statements.

Laws and regulations

15. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

Related parties

16. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with legislative and accounting standards requirements.

Subsequent events

17. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

Going concern

18. We believe that the charitable company's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charitable company's needs. We also confirm our plans for future action(s) required to enable the charitable company to continue as a going concern are feasible. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charitable company's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

19. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Restricted funds

20. All restricted funds have been notified to you, with the total amount of restricted funds at 31st March 2024 being £135,011.

Designated funds

21. All designated funds have been notified to you, with the total amount of designated funds at 31st March 2024 being £598,000.

We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that so far as we are aware, there is no relevant audit information needed by you in connection with preparing your audit report of which you are unaware.

Each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that you are aware of that information.

Yours faithfully

.....

Signed on behalf of the board of directors

11th December 2024

LEEDS MIND

England & Wales - Charity number 1007625

Accounts

Charity Number: 1007625

Company Number: 02193270

Leeds Mind

(A Company Limited by Guarantee)

Annual Report and Financial Statements

For the year ended 31 March 2023

Affiliated to Mind
www.leedsmind.org.uk

Registered Charity - Number 1007625

Registered in England - Number 02193270

Registered Office:
Clarence House
11 Clarence Road
Horsforth
Leeds
LS18 4LB

Leeds Mind

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Leeds Mind

Charity Information

Trustees	Linda Grant	Chair
	Edward Bellamy	Resigned 5 December 2022
	Sarah Bronsdon	
	David Gee	Treasurer
	Andy Graham	
	Cheryl Astley	Appointed 5 December 2022
	Rebecca Lasseko	
	Luke Barrett	
	Ayesha Akram	
	Mario Caswell	
	Fiona Venner	
	Kathryn Lupton	
	Jen Murgatroyd	
Company Secretary	Lucy Hancock	Appointed on 5 December 2022

The members of the senior leadership team at 31 March 2023 were:

Lucy Hancock	Chief Executive
Eloise Bell	Head of People and Culture
Uzma Younus	Head of Finance and IT
Steven Bancroft	West Yorkshire Mind Business Development Director (appointed 20 September 2022)
Rhys Toone	Operations Director (appointed 3 January 2023)

Charity number	1007625
Company number	02193270
Principal and registered office	Clarence House 11 Clarence Road Horsforth Leeds LS18 4LB
Auditor	Azets Audit Services Limited 12 King Street Leeds LS1 2HL
Bankers	Unity Trust Bank Nine Brindley Place Birmingham B1 2JB

Leeds Mind

Report of the Trustees for the year ended 31 March 2023

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2023, the annual report is also prepared to meet the requirements for a directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Reference and Administrative Details

The Charity Information page forms part of this report.

Structure, Governance and Management

Leeds Mind was founded in 1972. The company is incorporated and registered in England and Wales under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in October 2022 and the review team found that we had met the requirements in all areas; there were 4 actions to complete as a result of the audit which were completed in January 2023. The next full assessment will take place in 3 years' time.

All Directors of the company are also Trustees of the charity and there are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there are currently twelve Trustees. The Board meets quarterly, and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year, and they are responsible for Finance, Quality and Performance, People Development and Business Development. A Remuneration Committee meets annually to review the salaries of the senior leadership team.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are recruited through an open recruitment process. They are given an overview of the organisation by the Chief Executive. This covers: the duties of Board members, funding sources, the structure of the organisation, and plans for the current year and beyond. All new Trustees attend the Leeds Mind Induction, and they are also offered a general tour of the different services and their premises. External training in the role of Trustees is provided as necessary.

The Board agrees the strategy and direction of Leeds Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the senior leadership team.

All staff, including the senior leadership team are paid on the NJC pay scales. Pay levels are benchmarked regularly against other providers and similar roles in Leeds. Any changes to grading are agreed by the People Development committee of the Board.

Report of the Trustees for the year ended 31 March 2023 (continued)

Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:

- The short term nature of some statutory and trust funding and prospective tender of one of our biggest contracts leading to uncertainty for both the staff and the organisation.
- Rebuilding voluntary income which was reduced during the COVID pandemic due to the cancellation or postponement of mass participation events.
- The current economic climate, cost of living crisis with increasing costs and decreasing funding squeezing organisational resources and impacting sustainability.
- Reputational risk associated with the Mind brand.
- Non-compliance with safe guarding processes and procedures. There is a safeguarding practice group that meets regularly and there is a trustee who has taken on the role as safeguarding lead as mitigations against this risk.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A risk appetite statement is agreed by the Trustees annually.

Objectives and Activities

Leeds Mind is a registered charity. The charity's objectives as set out in the memorandum and articles of association are to promote the preservation of good mental health and to relieve the needs of people with mental health difficulties by working to increase the understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The current strategy, launched in June 2022, runs for three years from 2022 to 2025. This strategy sets out four strategic pillars; We Connect Minds -bringing people together to make change in our communities; We Support Minds – delivering life-changing support; We Change Minds – speaking out and making mental health everyone's business; together, we are Leeds Mind – working together to become a more inclusive and sustainable organisation. The first year of our new strategy has been busy with celebrating our 50th anniversary, changes at Senior Leadership Team level and a refresh of the Leeds Mind Values.

During the year to 31 March 2023 services were delivered in the following areas; Employment, Peer Support, Counselling, Befriending, Suicide Bereavement Services, Creative Arts and Wellbeing. Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds and citywide social prescribing service, Linking Leeds. Leeds Mind mobilised the new Young People's service Youth in Mind in September 2022. In the year funding was secured to expand our financial wellbeing, culturally diverse and peer support services.

Report of the Trustees for the year ended 31 March 2023 (continued)

Objectives and Activities (continued)

The Employment Service, which operates under the name of WorkPlace Leeds, supports clients in finding paid work, training and education, volunteering, and work placements. Support and advocacy are also provided to enable people in work to retain their jobs through the job retention service. An IT training suite helps people gain appropriate skills. These services are delivered in close collaboration with the Leeds Integrated Care Board (ICB), the Leeds and York Partnership NHS Trust and Leeds City Council and supports wider partnership working across Leeds. This year the service delivered as an IPS service and was externally audited by the IPS Team against the IPS Fidelity standards.

In autumn 2022, Leeds Mind and MiB developed and signed a collaboration agreement for two joint posts to be recruited and shared across the two organisations as joint West Yorkshire posts, this is the West Yorkshire Mind Business Development Director and West Yorkshire Mind Training and Development Lead, both posts started in role in September 2022. These posts are overseen by the West Yorkshire Mind steering committee, comprising the Chairs, trustee representatives and CEOs from both organisations. These posts are part of ongoing feasibility for closer collaboration between both organisations with the aim of reaching more beneficiaries across West Yorkshire localities.

Our Peer Support and Lived Experience Services offer skills workshops and courses, support groups and activity groups to help people develop skills to better manage their mental health. They are delivered by a team of staff and volunteers who have their own lived experience of mental health difficulties. In the year we mobilised and led a new partnership for peer support with new funding as part of the mental health community transformation programme.

We deliver the Leeds Suicide Bereavement Service, in partnership with Leeds Survivor Leeds Crisis Service and the West Yorkshire Suicide Bereavement Service which includes the Kirklees Family service. These are postvention services delivered by staff who have lived experience of suicide. The service works with all people who have been affected by suicide in their lives.

Our Counselling Service offers one to one support through a low cost route or through private practice. The aim of the private practice sessions is to fund the low cost sessions. The service is delivered by volunteer and paid counsellors all offering a person centred approach.

The Befriending Services offers a one to one service for people over fifty living in Leeds who are suffering with mental health difficulties.

The Creative Arts service is delivered across Leeds in community venues to increase the number of people we can support. The Inkwell building closed in July 2022 and during the year, Inkwell has fully transitioned to being based at Clarence House with all delivery at a range of new locations. The Inkwell service seeks to engage, stimulate, and absorb all abilities through creative activity. Users develop life skills such as teamwork and problem solving leading to increased confidence, connectivity, and improved wellbeing. Towards the end of 2022, funding was secured for another year to continue this new location based service.

Leeds Mind has delivered support to young people through our THRU peer support service. Over the course of the year our Young People's offer has expanded to develop the Youth in Mind Service which provides a trauma informed approach to young people. The Youth in Mind service has been fully coproduced with young people leading the delivery and design of the service via a newly established Young People's steering group. This expansion has enabled the bringing together of our young people's services under one umbrella with a single point of access and quick referral route in for young people in need of support.

Social Prescribing is an alternative to a medical prescription and is a community-based intervention. The services offer people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city-wide service Linking Leeds.

Report of the Trustees for the year ended 31 March 2023 (continued)

Objectives and Activities (continued)

Live Well Leeds is a community-based wellbeing service in Leeds. The service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the city.

Performance reports are provided on a regular basis to the commissioners of the services, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) are key measurement tools.

We continue to deliver high quality training to a wide range of employers. We deliver the accredited Mental Health First Aid and bespoke courses to improve the mental health and wellbeing in the workplace.

We are an active member of Forum Central, the alliance of all voluntary sector organisations in Leeds. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the City with the aim of fostering positive attitudes to mental health in the workplace.

As well as changes locally, National Mind has also had a change of CEO, with Paul Farmer leaving in Autumn 2022 and the new CEO, Dr Sarah Hughes starting in post in January 2023, and we look forward to hearing more from Sarah over the course of 2023 via our regional Mind meetings and national Mind network events.

Staff and volunteers

We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind.

We are also very fortunate to work with around 80 excellent and committed volunteers, in addition to our Trustees. They are active all around the organisation but particularly so in our Befriending, lived experience, Counselling, Social Groups and Administration services. Without their continued support it would not be possible to continue to offer the same high level of service. We are proud to have achieved the Investors in Volunteers standard reflecting the support and opportunities we provide to our volunteers.

Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers.

Applications for employment by disabled persons are always fully considered and it is a desirable characteristic for employees to have lived experience of mental health difficulties in all our job advertisements. In the event of an employee becoming disabled then every effort is made to ensure that their employment can continue through putting into place reasonable adjustments.

Leeds Mind places considerable value on the involvement of employees and volunteers and has continued to keep them informed on matters affecting them and the organisation. This is achieved through a monthly newsletter, three whole organisation staff meetings each year, volunteer forums and monthly team meetings. A Wellbeing Group promotes the wellbeing of all our staff and volunteers. This has been particularly important following on from the pandemic with staff hybrid working, and increasing delivery in a variety of community locations; more initiatives have been put in place to ensure staff and volunteers feel supported and part of Leeds Mind.

Achievements and performance

The last year has once again been one of significant change at Leeds Mind, with changes at Senior leadership level and Operations. The outgoing CEO, Helen Kemp retired at the end of October 2022 after 8 years in the role. Our thanks to Helen for all her work, commitment and contribution to Leeds Mind and the wider health and care sector over the years. Rigorous recruitment processes saw the appointment of Lucy Hancock, previously Operations Director to the CEO role, officially taking up post in January 2023 and subsequently Rhys Toone as Operations Director.

Report of the Trustees for the year ended 31 March 2023 (continued)

Achievements and performance (continued)

Leeds Mind celebrated its 50th anniversary during the year, with a series of activities culminating in a 50th anniversary ball in October 2022.

The COVID pandemic legacy continues to impact on our levels of voluntary income due to uptake at external events and the additional impact of cost of living crisis.

Whilst we have seen the need for mental health services continue to rise, we are seeing the impact of decreasing funding in line with increasing costs on contracts and expect this will continue to be a challenge over the coming year. In 2022-2023, we supported 4,697 people with many of our services seeing significant percentage increases – including counselling, Befriending increased by 46%, and the West Yorkshire Suicide Bereavement Service.

In 2022/23, 1 in 5 of the people accessing our support was aged 25 or under (up from 12% in 2021/22). This is in line with our strategy to support children and young people, and partly thanks to our new Youth in Mind support service. With the move to a full based community locations model, Inkwell Arts service saw more people than ever before outside of Leeds Mind spaces and our Money & Me, our pioneering new mental health and financial wellbeing service, opened up to referrals during the onset of the Cost of Living Crisis as demand for financial wellbeing support soared. In its first year, Money & Me supported 83 people.

Our mental health training also had its best year yet, with training delivered up 12% on the year before.

In the changing landscape of the last year, commissioning structures have also transitioned with the former CCGs becoming Integrated Care Boards (ICBs) in July 2022, overseeing funding at a place level through the population health boards. The feedback from our clients and commissioners continues to be positive. Many of our clients said they would recommend Leeds Mind to family and friends. Feedback from clients included " Leeds Mind has helped me gain back control and encouraged me to keep going and I can't thank them enough"; "Finally someone who could truly empathise with our story with no judgment"

This was the first year our strategic plan 2022 – 2023 and our business planning and priorities were based around our four strategic objectives:

1. **We Connect Minds** – bringing people together to make change in our communities.

   We have done this by:
   - Working with more than 4,500 people across the City.
   - Connecting people socially isolated people aged over 50+ with like minded volunteers
   - Developing our creative wellbeing service, Inkwell Arts in new community locations including inpatient recovery units and with community based projects
   - Co-locating our Employment Support team within the community and NHS settings to facilitate referral pathways
   - Developing our partnerships for example leading and forming a new peer support mental health transformation partnership with third sector providers

Report of the Trustees for the year ended 31 March 2023 (continued)

Achievements and performance (continued)

2. **We Support Minds –** delivering life-changing support

   We have done this by:
   - Co-producing services to make sure it's the support people want and need for example establishing the Youth in Mind and the steering group
   - Providing responsive support for people with the Cost of Living crisis, we started Money & me, offering financial wellbeing support.
   - Working alongside the West Yorkshire Health and Care Partnership, we supported over 1,000 people through the Grief and Loss support service
   - Sharing lived experience through sharing lived experience stories and developing membership of our Impact group
   - Both our Service effectiveness and Influence and Participation recognised for their excellence by National Mind Quality Mark team

3. **We Change Minds –** speaking out and making mental health everyone's business

   We have done this by:
   - Our mental health training supported 60+ organisations to improve their workplace confidence around mental health matters.
   - Nurturing relationships with corporate and community supporters, culminating in our first ever fundraising ball and innovative new events including live streaming event for gamers
   - Influencing and raising our profile via campaigns including Mental Health Awareness Week and Leeds Mind Multicoloured Monday.
   - Increasing our media and on line presence with over 110,000 visits to our website.
   - Increasing engagement with employers through our employment support service with local employers and Mindful Employer Network with events on improving workplace wellbeing.

4. **Together, we are Leeds Mind –** working together to become a more inclusive and sustainable organisation

   We have done this by:
   - Transitioning our HR function to People and Culture improving our commitment to equality, inclusion and building a diverse workforce
   - Reviewed our systems onboarding a new IT provider and outsourcing pay roll
   - Successfully applying for trust and foundation funding in line with our strategic aims to expand our offer and scope
   - Secured statutory income to secure the future of key services
   - Implemented a collaboration agreement with Mind in Bradford, appointing two posts across both organisations

Support for Leeds Mind

We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and in particular support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes'. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Report of the Trustees for the year ended 31 March 2023 (continued)

Fundraising (continued)

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day to day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.

We have not received any complaints in relation to our fundraising practice for the year under review.

Financial Review

Income for the year was £3,543,764 (2022: £3,195,224), an increase of £348,540 (11%). This is due to increases in a) grant income of £190,571, b) legacies of £170,802 and c) donations of £30,477. Increases are offset by a reduction in other income of £43,310.

Expenditure in the year has increased to £3,485,551 (2022: £2,924,299), an overall increase of £561,252 (19%). In support of increased delivery, salaries increased by £323,028, other staffing costs by £52,455, other delivery costs by £44,917, IT infrastructure by £67,769 and office costs by £45,850.

Overall Leeds Mind achieved a surplus for the year of £58,213 (2022: £270,925). This is made up of £2,106 deficit in unrestricted funds and £60,319 surplus in restricted funds.

Principal Funding Sources

The main funding sources are the NHS in Leeds through the Integrated Care Board (ICB) and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate.

Fixed Assets and Investments

The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long-term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

Reserves Policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2022-23 the unrestricted reserves requirement is calculated as around £783,501, with £1,239,803 being held at 31 March 2023. Leeds Mind also holds a designated reserve for 'inward investment' created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs. At present the charity has free reserves of £874,647 (2022: £888,960).

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities.

Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

Report of the Trustees for the year ended 31 March 2023 (continued)

Plans for the Future

This has been the first year of our new strategy 2022–2025 which was formally launched in June 2022 and whilst feedback from service users, the wider community, staff and volunteers has shaped our strategy locally it is also aligns with the co-produced Mind Federation strategy. The business plan 2022-2023 details how year one of the strategy has been implemented and is overseen by the Board of Trustees.

Our new strategic plan 2022–2025 sets out our objectives under four strategic pillars and forms the basis for business planning across Leeds Mind. The main objectives for 2023/24 are set out below:

1. **We Connect Minds** – bringing people together to make change in our communities.

   We will do this by:
   - Developing Equality and Inclusion KPIs and support for neurodiverse staff and volunteers.
   - Applying for an Inclusion quality mark and review our Investors in Volunteers.
   - Working collaboratively with Mind in Bradford to develop the West Yorkshire Mind offer starting with a fully integrated Business Development function.
   - Developing partnerships across the West Yorkshire region and increase our corporate partners across the region.
   - Continuing to develop our West Yorkshire offer through our collaboration with Mind in Bradford
   - Embedding our digital strategy.
   - Embedding our employment and peer support within the community mental health transformation hubs.

2. **We Support Minds** – delivering life-changing support.

   We will do this by:
   - Improving our Impact assessment tool to ensure we are delivering the right support and the right time for people.
   - Retaining and continuing to develop our existing young people's offer.
   - Successfully tendering for our employment support contract.
   - Developing our Cost of Living support/financial well being support services increasing our support to people in the highest areas of deprivation.
   - Increasing the number of people accessing our services from culturally diverse communities and areas of high deprivation.
   - Developing our counselling service to be a cost effective and sustainable model.

3. **We Change Minds** – speaking out and making mental health everyone's business.

   We will do this by:
   - Developing a communications strategy.
   - Developing our events programme and activity to reach a wider audience.
   - Increasing the Mindful Employer network ensuring that the membership is more representative of our communities.
   - Building on our collaboration with Mind in Bradford to increase our training reach across West Yorkshire.
   - Building our networks and increase mental health awareness through representing Leeds Mind and client voice at city wide forums/events.

Report of the Trustees for the year ended 31 March 2023 (continued)

Plans for the Future (continued)

4. **Together, we are Leeds Mind** – working together to become a more inclusive and sustainable organisation.

   We will do this by:
   - Continuing commitment to developing our culture, retaining staff and volunteers through embedding our Values implementation plan.
   - Developing our contracts management, financial planning and business development processes to ensure greater collaboration, efficiency and maximise opportunities to secure new business.
   - Reviewing our infrastructure and systems to ensure appropriacy, and best use of resources.
   - Recruiting a new Chair of Trustees.
   - Preparing a property strategy.
   - Increasing our commercial training and voluntary income.
   - Further developing our wellbeing strategy and staff support offer to improve our staff retention.

Statement of the Responsibilities of the Trustees

Company law requires the Board to prepare financial statements for each financial period, which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of the surplus or deficit of the charitable company for that period.

In preparing those financial statements the Board is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which 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.

Statement of disclosure to the auditor

The trustees of the company who held office at the date of approval of this annual report confirm that:

- so far as they are aware, there is no relevant audit information, information needed by the company's auditors in connection with preparing their report, of which the charitable company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of this information.

Report of the Trustees for the year ended 31 March 2023 (continued)

Auditor

The auditor, Azets Audit Services Limited, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Small Company Rules

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. It was approved by the Board of Trustees on 07/12/2023..... and signed on its behalf by:

Linda Grant
Chair of Trustees

Leeds Mind

Independent Auditor's Report to the Members of Leeds Mind

Opinion

We have audited the financial statements of Leeds Mind for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the cash flow statement 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 UK Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (UK Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

Leeds Mind

Independent Auditor's Report to the Members of Leeds Mind

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' report (incorporating the strategic report and the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the strategic report and the Directors' 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 Charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

Independent Auditor's Report to the Members of Leeds Mind

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

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

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

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.
- Performing audit work over the timing and recognition of revenue and in particular whether it has been recorded in the correct accounting period.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an 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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jessica Lawrence

07/12/2023

Jessica Lawrence
Senior Statutory Auditor

For and on behalf of Azets Audit Services Limited
Statutory Auditor

33 Park Place
Leeds
LS1 2RY

Leeds Mind

Statement of Financial Activities (including Income and Expenditure Account) for the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Income from:							
Donations and legacies	**2**	458,269	312,179	770,448	243,046	201,565	444,611
Charitable activities	**3**	2,606,333	139,199	2,745,532	2,444,961	283,638	2,728,599
Other trading activities	**4**	22,795	-	22,795	20,424	-	20,424
Investment income – bank interest		4,989	-	4,989	1,590	-	1,590
Total income		3,092,386	451,378	3,543,764	2,710,021	485,203	3,195,224
Expenditure on:							
Fundraising	**5**	197,784	-	197,784	95,305	-	95,305
Charitable activities	**6**	2,896,708	391,059	3,287,767	2,585,916	243,078	2,828,994
Total expenditure		3,094,492	391,059	3,485,551	2,681,221	243,078	2,924,299
Net income/(expenditure) for the year before other recognised gains/(losses) and net movement in funds	**8**	(2,106)	60,319	58,213	28,800	242,125	270,925
Total funds brought forward	**15**	1,271,273	296,995	1,568,268	1,242,473	54,870	1,297,343
Total funds carried forward	**15**	1,269,167	357,314	1,626,481	1,271,273	296,995	1,568,268

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 18 to 34 form part of these financial statements.

Leeds Mind

Balance Sheet as at 31 March 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Tangible assets	**10**		365,156		382,313
Current Assets					
Debtors	**11**	472,806		612,124	
Investments	**12**	294		294	
Cash at bank and in hand		1,399,634		865,804	
		1,872,734		1,478,222	
Creditors					
Amounts falling due within one year	**13**	(611,409)		(292,267)	
Net Current Assets			1,261,325		1,185,955
Net Assets			1,626,481		1,568,268
Funds					
Restricted funds	**15**		357,314		296,995
Unrestricted funds:					
Designated funds	**15**	615,156		632,313	
General funds	**15**	654,011		638,960	
Total unrestricted funds		1,269,167		1,271,273	
Total Funds			1,626,481		1,568,268

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and were approved by the Board and signed on its behalf.

Linda Grant
Chair of Trustees
07/12/2023

The notes on pages 18 to 34 form part of these financial statements.

Company registration number: 02193270

Leeds Mind

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by operating activities	**21**	528,841	12,543
Cash flows from investing activities			
Dividends and interest from investments		4,989	1,590
Net cash provided by investing activities		4,989	1,590
Change in cash and cash equivalents in the year		533,830	14,133
Cash and cash equivalents at the beginning of the year		865,804	851,671
Cash and cash equivalents at the end of the year		1,399,634	865,804

Leeds Mind

Notes to the Financial Statements for the year ended 31 March 2023

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company Information

Leeds Mind is a Company Limited by Guarantee and is also a registered charity. The registered office is Clarence House, 11 Clarence Road, Horsforth, Leeds, LS18 4LB.

Each member of the company has undertaken to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of it being wound up while he or she is a member, or within one year after he or she ceases to be a member.

Basis of preparation of the financial statements

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

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

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Income

Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accruals basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

1. Accounting Policies (continued)

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 7.

Staff costs

The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

Fund accounting

Funds held by the charity are either:

General funds – are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

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, together with a fair allocation of management and support costs.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

Financial instruments

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

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 held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

1. Accounting Policies (continued)

Debtors

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

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

Creditors, loans and provisions

Creditors, loans 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, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

Pension costs

The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

Operating leases

Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight line basis over the lease term.

Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Allocation of Support Costs
Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

2. Donations and Legacies

	Unrestricted funds £	Restricted funds £	2023 Total £	Unrestricted funds £	Restricted funds £	2022 Total £
Donations	269,492	-	269,492	239,015	-	239,015
Legacies	170,803	-	170,803	-	-	-
National Mind	17,974	161,966	179,940	-	108,169	108,169
Big Lottery Fund: Outdoors Active & Well	-	-	-	-	2,188	2,188
Leeds Community Foundation Men'd	-	-	-	-	23,374	23,374
LCC small business COVID	-	-	-	-	42,373	42,373
The Julia and Hans Rausing Trust	-	-	-	-	1,500	1,500
BUPA	-	6,533	6,533	-	13,267	13,267
Coronavirus Job Retention Scheme	-	-	-	4,031	-	4,031
NHS Hub (Peer Support) – Counselling Fund	-	11,070	11,070	-	-	-
NHS Hub (Peer Support)	-	8,927	8,927	-	-	-
Health Inequalities - Culturally Diverse Minds	-	48,500	48,500	-	-	-
Help for Hardship	-	50,000	50,000	-	-	-
Paul Hamlyn - Children & Young People	-	20,000	20,000	-	-	-
Various other small grants	-	5,183	5,183	-	10,694	10,694
	458,269	312,179	770,448	243,046	201,565	444,611

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

3. Income from Charitable Activities

	Unrestricted funds £	Restricted funds £	2023 Total £	Unrestricted funds £	Restricted funds £	2022 Total £
Sale of art materials and artwork	-	-	-	215	-	215
LCC Adult Social Care	415,842		415,842	363,803		363,803
Leeds ICBs	1,527,688	60,000	1,587,688	1,365,926	60,000	1,425,926
SWYFT Suicide Prevention	-	46,000	46,000	-	46,000	46,000
Manny Cussins Foundation	-	-	-	-	95,041	95,041
Co-op resilience	-	-	-	-	29,474	29,474
Masonic funding – befriending	-	-	-	-	49,123	49,123
LYPFT	-	-	-	162,497	-	162,497
Training	94,602	-	94,602	59,210	-	59,210
Consultancy	13,051	-	13,051	2,940	-	2,940
Counselling and other client income	14,700	-	14,700	25,043	-	25,043
Linking Leeds - Contract	382,910	-	382,910	384,546	-	384,546
North Yorkshire Hospice Care	32,175	-	32,175	49,873	-	49,873
NHS Health England	-	-	-	19,544	-	19,544
Health Education - Clinical Support Workers	46,526	-	46,526	-	-	-
Health Education - Young Black Minds	70,000	-	70,000	-	-	-
Various other small funds	-	9,949	9,949	-	-	-
Hyde Park Source - grounds maintenance	-	10,000	10,000	-	-	-
Community Foundation for Leeds	-	13,250	13,250	-	-	-
Other Income	8,839	-	8,839	11,364	4,000	15,364
	2,606,333	139,199	2,745,532	2,444,961	283,638	2,728,599

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

4. Other Trading Activities

	Unrestricted funds £	Restricted funds £	2023 Total £	Unrestricted funds £	Restricted funds £	2022 Total £
Fundraising events income	4,795	-	4,795	4,060	-	4,060
Shop income	18,000	-	18,000	16,364	-	16,364
	22,795	-	22,795	20,424	-	20,424

5. Fundraising

	2023 £	2022 £
Staff Costs **(Note 9)**	147,944	95,305
Staff travel, training and other costs	1,193	-
Volunteer expenses	91	-
Office costs	38,722	-
Legal and professional costs	3,000	-
Support costs **(Note 7)**	6,834	-
	197,784	95,305

All fundraising costs in the current and prior year are restricted.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

6. Expenditure on Charitable Activities

For the year ended 31 March 2023	Basis of allocation	Peer Support £	Wellbeing £	Employment £	Social Prescribing £	Training £	Total 2023 £
Costs directly allocated to activities:							
Staff and agency staff costs	Direct	455,048	512,419	755,973	323,810	63,442	2,110,692
Total staff costs **(Note 9)**	Direct	455,048	512,419	755,973	323,810	63,442	2,110,692
Staff travel, training and other costs	Direct	12,219	23,724	15,279	864	1,635	53,722
Sub-contractor costs	Direct	24,966	82,802	78,691	-	-	186,459
Volunteer expenses	Direct	668	81	402	-	-	1,151
Events & Meetings	Direct	6,370	12,190	414	-	-	18,974
Client activities	Direct	400	5,150	1,289	-	-	6,839
Building costs	Direct	-	2,727	-	-	-	2,727
Rent. rates and utilities	Direct	9,001	12,268	-	-	-	21,269
IT costs	Direct	28,267	20,507	68,389	3,424	2,291	122,878
Office costs	Direct	3,225	5,124	4,319	250	-	12,918
Support costs **(Note 7)**	Income	173,779	180,754	278,756	93,565	12,362	739,215
Bad debts	Income	839	4,268	766	-	5,050	10,923
		714,782	862,013	1,204,278	421,914	84,780	3,287,767

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

6. Expenditure on Charitable Activities (continued)

For the year ended 31 March 2022	Basis of allocation	Peer Support £	Wellbeing £	Employment £	Social Prescribing £	Total 2022 £
Costs directly allocated to activities:						
Staff and agency staff costs	Direct	297,156	517,564	707,915	275,516	1,798,151
Total staff costs	Direct	297,156	517,564	707,915	275,516	1,798,151
Staff travel, training and other costs	Direct	5,136	12,199	6,897	230	24,462
Sub-contractor costs	Direct	12,740	39,550	72,850	66,584	191,724
Volunteer expenses	Direct	5	(29)	105	-	81
Events & Meetings	Direct	8,372	3,180	3,857	-	15,409
Client activities	Direct	32	2,648	5,597	-	8,277
Building costs	Direct	-	8,758	136	-	8,894
IT costs	Direct	3,913	10,182	15,926	3,143	33,164
Office costs	Direct	3,626	4,620	8,199	368	16,813
Support costs **(Note 7)**	Income	100,334	216,273	308,756	106,656	732,019
		431,314	814,945	1,130,238	452,497	2,828,994

7. Analysis of Governance and Support Costs

For the year ended 31 March 2023	Basis of allocation	General support £	Governance £	Total 2023 £
Costs directly allocated to activities:				
Staff and agency staff costs **(Note 9)**	Income	357,142	39,278	396,420
Staff costs other	Income	21,663	-	21,663
Volunteer costs	Income	339	-	339
General office and admin costs	Income	89,130	-	89,130
Building and maintenance costs	Income	48,078	-	48,078
Rent, rates and utilities	Income	25,959	-	25,959
IT costs	Income	102,187	-	102,187
Legal and professional fees	Income	-	29,569	29,569
Depreciation	Direct	17,156	-	17,156
Bad debts	Direct	15,549	-	15,549
		677,203	68,847	746,049

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

7. Analysis of Governance and Support Costs (continued)

For the year ended 31 March 2022	Basis of allocation	General support £	Governance £	Total 2022 £
Costs directly allocated to activities:				
Staff and agency staff costs **(Note 9)**	Income	405,062	24,108	429,170
Staff costs other	Income	15,737	-	15,737
Volunteer costs	Income	441	-	441
General office and admin costs	Income	67,614	-	67,614
Building and maintenance costs	Income	49,948	-	49,948
Rent, rates and utilities	Income	47,808	-	47,808
IT costs	Income	90,789	-	90,789
Legal and professional fees	Income	-	13,355	13,355
Depreciation	Direct	17,157	-	17,157
		694,556	37,463	732,019

8. Net Income/(Expenditure) for the Year

This is stated after charging:	2023 £	2022 £
Auditor's remuneration:		
Audit fees	10,425	6,320
Financial Statements preparation	1,815	2,200
Depreciation of tangible fixed assets	17,157	17,157

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

9. Information Regarding Employees and Trustees

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

	2023 Number	2022 Number
Wellbeing	27	27
Employment services	32	27
General support / central services	18	19
Social Prescribing	17	12
Peer Support	13	13
	107	98

Staff costs during the year were as follows:	2023 £	2022 £
Wages and salaries	2,274,001	1,986,181
Employer's NI	201,331	155,373
Pension costs	179,724	145,849
Temporary staff	-	35,223
	2,655,056	2,322,626

No employee earned £60,000 or more during the year (2022: none).

None of the Trustees received remuneration for their services during the year (2022: none).

No Trustees were reimbursed expenses during the year (2022: £nil).

Wages and salaries include £nil (2022: £13,843) in respect of redundancy payments.

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Head of Finance and IT, Head of People and Culture and the Development Director. The total employee benefits of the key management personnel of the charity were £207,691 (2022: £244,550).

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

10. Tangible Fixed Assets

	Freehold land and buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
As at 1 April 2022	1,143,782	136,867	1,280,649
Disposals	-	(136,867)	(136,867)
As at 31 March 2023	1,143,782	-	1,143,782
Depreciation			
At 1 April 2022	761,469	136,867	898,336
Charge for the year	17,157	-	17,157
On disposals	-	(136,867)	(136,867)
As at 31 March 2023	778,626	-	778,626
Net book value			
As at 31 March 2023	365,156	-	365,156
As at 31 March 2022	382,313	-	382,313

Within land and buildings the cost of non-depreciated land is £286k (2022 - £286k).

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

11. Debtors

	2023 £	2022 £
Trade debtors	464,806	582,756
Prepayments and accrued income	8,000	29,368
	472,806	612,124

12. Investments

	2023 £	2022 £
Listed investments		
Market value at 1 April 2022 and 31 March 2023	294	294

13. Creditors: Amounts Falling Due Within One Year

	2023 £	2022 £
Trade creditors	221,109	36,553
Payroll liabilities	4,806	33,904
Accruals and other creditors	80,994	94,579
Deferred income **(Note 14)**	304,500	127,231
	611,409	292,267

14. Deferred Income

	2023 £	2022 £
At 1 April 2022	127,231	254,037
Amount released to income	(94,551)	(242,203)
Amount deferred in the year	271,820	115,397
At 31 March 2023	304,500	127,231

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

15. Movement in Funds

As at 31 March 2023	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Restricted funds					
National Mind Grants	42,835	161,966	(92,536)	-	112,265
Hyde Park Source	-	10,000	(10,316)	-	(316)
Community Foundation for Leeds	-	13,250	(3,072)	-	10,178
Inkwell	60,000	60,000	(73,769)	-	46,231
SWYFT Suicide Prevention	46,000	46,000	(36,728)	-	55,272
Co-op	11,572	-	(10,771)	-	801
Leeds Older People's Forum: Time to Shine Befriending	36,842	-	(30,207)	-	6,635
Manny Cussins Foundation	92,146	-	(46,258)	-	43,888
BUPA	-	6,533	(1,515)	-	5,018
Other income	4,000	9,949	(11,688)	-	2,261
Various Small Grants	3,600	5,183	(9,061)	-	(278)
NHS Hub (Peer Support)	-	8,927	(2,070)	-	6,857
NHS Hub (Peer Support) Counselling	-	11,070	(11,420)	-	(350)
Health Inequalities -Culturally Diverse Minds	-	48,500	(26,106)	-	22,394
Help for Hardship	-	50,000	(13,068)	-	36,932
Paul Hamlyn - Children & Young People	-	20,000	(10,474)	-	9,526
Total restricted funds	296,995	451,378	(391,059)	-	357,314
Unrestricted funds					
Designated					
Designated - Freehold land and buildings	382,313	-	(17,157)	-	365,156
Designated - Inward investment	250,000	-	-	-	250,000
Total designated	632,313	-	(17,157)	-	615,156
General	638,960	3,092,386	(3,077,335)	-	654,011
Total unrestricted funds	1,271,273	3,092,386	(3,094,492)	-	1,269,167
Total funds	1,568,268	3,543,764	3,485,551	-	1,626,481

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

15. Movement in Funds (continued)

As at 31 March 2022	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Restricted funds					
National Mind Grants	10,761	108,169	(76,095)	-	42,835
BLC Horizons Grant	5,778	2,188	(7,966)	-	-
DHSC – Department of Health and Social Care	-	23,374	(23,374)		-
Inkwell	-	60,000	-	-	60,000
SWYFT Suicide Prevention	-	46,000	-	-	46,000
LCC – Small Business COVID Grant	-	42,373	(42,373)	-	-
Co-op	-	29,474	(17,902)	-	11,572
The Julia and Hans Rausing Trust	-	1,500	(1,500)	-	-
Leeds Older People's Forum: Time to Shine Befriending	-	49,123	(12,281)	-	36,842
Manny Cussins Foundation	-	95,041	(2,895)	-	92,146
Peer Support	34,731	-	(34,731)	-	-
BUPA	-	13,267	(13,267)	-	-
Other income	-	4,000	-	-	4,000
Various Small Grants	3,600	10,694	(10,694)	-	3,600
Total restricted funds	54,870	485,203	(243,078)	-	296,995
Unrestricted funds					
Designated					
Designated - Freehold land and buildings	399,470	-	(17,157)	-	382,313
Designated - Inward investment	200,000	-	-	50,000	250,000
Total designated	599,470	-	(17,157)	50,000	632,313
General	643,003	2,710,021	(2,664,064)	(50,000)	638,960
Total unrestricted funds	1,242,473	2,710,021	(2,681,221)	-	1,271,273
Total funds	1,297,343	3,195,224	(2,924,299)	-	1,568,268

Purpose of restricted funds

National Mind Grants:

- Whole School Approach – National programme to assist with mental health of pupils, parents and teachers.
- Building Mentally Healthy Universities Programme – to improve the mental health of staff and students in Leeds as part of a pioneering programme to improve mental health within UK universities.
- Young Black Men Peer Support Programme – to offer support to men from culturally diverse communities who are struggling with their mental health.
- Coop Resilience Programme – Stronger Together – Supporting the Leeds Suicide Bereavement Family Fund.
- Investing in Mental Health (Money & Me) – to support people with both their mental and financial wellbeing by provided up to eight support sessions with a navigator to help understand and improve money management, to better protect their mental wellbeing.
- Organisational Development Fund – for the funding of a Bid Writer within Business Development
- Peer Support General – Mind LMGF Service – a community of people who have experienced difficulties with mental health. Through shared experiences and empathy, there is a focus on an individuals strengths and helping to develop skills and strategies to maintain their mental health.

Hyde Park Source – grant to reinvigorate the grounds of the Leeds Mind headquarters

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

15. Movement in Funds (continued)

Purpose of restricted funds (continued)

Community Foundation for Leeds – Open Minds covers two courses. One designed with and for LGBTQI+ people for whom identity has an impact. One designed with and for autistic individuals and how being autistic ay affect mental health.

Inkwell Arts – funding to provide a creative wellbeing service. Leeds Mind support the community in discovering the link between creativity and wellbeing, helping them to look after their mental health for the long term.

SWYFT Suicide Prevention– funding to develop and subsequently deliver a service of financial wellbeing support.

Co-op - From Co-op Foundation to help young people support each other during bereavement, will use the funding for Leeds Bereaved by Suicide service, expect to support young people throughout the project.

Leeds Older People's Forum – Time to Shine Befriending: for the delivery of a social support and befriending service for people aged 50+ who are experiencing mental health difficulties and high levels of social isolation.

Manny Cussins Foundation – funding to recruit a Children and Young Person's lead, a role that is pivotal to the setup and ongoing development of a significant service for Children and Young People across Leeds and the surrounding areas.

Bupa – funding to support men in Leeds struggling with social isolation and or mental health difficulties.

NHS Hub (Peer Support) – Peer support group working for 11 to 25 year olds

NHS Hub (Peer Support) Counselling – One to one counselling service

Health Inequalities – Culturally diverse minds – funding to extended community engagement work with the Young Black Minds project for one year. Specifically to provide additional peer support workers to the project.

Help For Hardship – a service delivered in partnership by local Citizens Advice, local Minds and Trussell Trust food banks to help people struggling with money and mental health problems with joined-up support from all three partners.

Paul Hamlyn – Children & Young People – grant to support Leeds Mind Young People's Peer support and funding will contribute to salaries and core costs.

Purpose of designated funds

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The inward investment designated fund of £250,000 was created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

16. Analysis of Net Assets by Fund

As at 31 March 2023	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	386,678	386,678
Unrestricted funds			
General	-	624,647	624,647
Designated	365,156	250,000	615,156
	365,156	1,261,325	1,626,481

As at 31 March 2022	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	296,995	296,995
Unrestricted funds			
General	-	638,960	638,960
Designated	382,313	250,000	632,313
	382,313	1,185,955	1,568,268

17. Commitments

As at 31 March 2023 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings		Office equipment		Motor vehicles	
	2023 £	2022 £	2023 £	2022 £	2023 £	2022 £
Expiry date:						
Within one year	-	9,333	16,722	21,790	-	454
Between one and five years	-	-	27,441	42,063	-	-
	-	9,333	44,163	63,853	-	454

18. Taxation

Leeds Mind is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, it is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

19. Related Party Transactions

During the year the Charity was involved in a partnership with Leeds Survivor-Led Crisis Service, a charity in which Helen Kemp, who resigned as Chief Executive on 5th December 2022 from Leeds Mind, is a Trustee. Payments for services provided as part of this partnership totalled £35,488 (2022: £27,638) during the year. At the year end there was a balance due to Leeds Survivor-Led Crisis Service of £13,682 (2022: £6,842).

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

19. Related Party Transactions (continued)

Helen Kemp is a Trustee of Phoenix Health & Wellbeing, a charity. Various payments to Phoenix Health & Wellbeing for room hire and services totalled £630 (2022: £2,270) which was outstanding at the year end (2022: £2,270).

Helen Kemp is a Trustee of Mind Matters (Trading Activities) Ltd. During the year ended 31 March 2023, income was recognised at £645 and expenses totalled £286 (2022: £16,538). At the year end there was a balance due from Mind Matters (Trading Activities) Ltd of £630 (2022: £24,509).

Helen Kemp is a director of Volition Leeds. During the year ended 31 March 2023, income was recognised at £1,225 (2022: £500). At the year end there was a balance due from Volition Leeds of £275 (2022: £nil).

Ed Bellamy is a Trustee of Leeds Mind and a paid staff member of Egton, which is a trading division of Egton Medical Information Systems Ltd. Egton provided Leeds Mind with IT services worth £3,230 (2022: £37,997). At the year end there was a balance owing to Egton of £4,158 (2022: £2,439).

Rebecca Lasseko is a director of BCC Leeds Trading Ltd. During the year, payments were made to BCC Leeds Trading Ltd totalling £2,413 (2022: £2,204) which was outstanding at the year end (2022: £2,204).

20. Pension Costs

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £179,724 (2022: £145,849). At the year end £1,883 (2022: £402) was outstanding.

21. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	2023 £	2022 £
Net movement in funds	58,213	270,925
Depreciation charges	17,157	17,157
Investment income	(4,989)	(1,590)
(Increase)/Decrease in debtors	139,318	(187,920)
Increase/(Decrease) in creditors	319,142	(86,029)
	528,841	12,543

The charity had no debt at the current or prior year end.

LEEDS MIND

England & Wales - Charity number 1007625

Accounts

Charity Number: 1007625

Company Number: 02193270

Leeds Mind

(A Company Limited by Guarantee)

Annual Report and Financial Statements

For the year ended 31 March 2022

Affiliated to Mind
www.leedsmind.org.uk

Registered Charity - Number 1007625

Registered in England - Number 02193270

Registered Office:
Clarence House
11 Clarence Road
Horsforth
Leeds
LS18 4LB

Leeds Mind

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Leeds Mind

Charity Information

Trustees	Linda Grant	Chair
	Paul Cunningham	Resigned 9th December 2021
	Edward Bellamy	
	Sarah Bronsdon	
	David Gee	Treasurer
	Andy Graham	
	Bev Harrison	Resigned 9th December 2021
	Toby Rake	Resigned 9th December 2021
	Rebecca Lasseko	
	Luke Barrett	
	Sarah Moore	Resigned 9th December 2021
	Ayesha Akram	Appointed 9th December 2021
	Mario Caswell	Appointed 9th December 2021
	Fiona Venner	Appointed 9th December 2021
	Kathryn Lupton	Appointed 9th December 2021
	Jen Murgatroyd	Appointed 17th March 2022
Company Secretary	Helen Kemp	

The members of the senior leadership team at 31 March 2022 were:

Helen Kemp	Chief Executive
Eloise Bell	Head of People and Culture
Uzma Younus	Head of Finance and IT
Kate Goldring	Business Development Director (resigned 30th June 2022)
Lucy Hancock	Operations Director

Charity number	1007625
Company number	02193270
Principal and registered office	Clarence House 11 Clarence Road Horsforth Leeds LS18 4LB
Auditor	Azets Audit Services Limited 33 Park Place Leeds LS1 2RY
Bankers	Unity Trust Bank Nine Brindley Place Birmingham B1 2JB

Leeds Mind

Report of the Trustees for the year ended 31 March 2022

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2022, the annual report is also prepared to meet the requirements for a Directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Reference and Administrative Details

The Charity Information page forms part of this report.

Structure, Governance and Management

Leeds Mind was founded in 1972. The company is incorporated under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in March 2018 and the review team found that we had met the requirements in all twenty four of the standards. There is now an annual self-assessment against these standards to ensure that all the quality markers are kept up to date. The next full assessment will be in Autumn 2022.

All Directors of the company are also Trustees of the charity and there are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there are currently twelve Trustees. The Board meets quarterly and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year and they are responsible for Finance, Quality and Performance, People Development and Business Development. A Remuneration Committee meets annually to review the salaries of the senior leadership team.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are recruited through an open recruitment process. They are given an overview of the organisation by the Chief Executive. This covers: the duties of Board members, funding sources, the structure of the organisation, and plans for the current year and beyond. All new Trustees attend the Leeds Mind Induction and they are also offered a general tour of the different services and their premises. External training in the role of Trustees is provided as necessary.

The Board agrees the strategy and direction of Leeds Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the senior leadership team.

All staff, including the senior leadership team are paid on the NJC pay scales. Pay levels are benchmarked regularly against other providers and similar roles in Leeds. Any changes to grading are agreed by the People Development committee of the Board.

Report of the Trustees for the year ended 31 March 2022 (continued)

Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:

- The short term nature of some statutory and trust funding which leads to uncertainty for both the staff and the organisation.
- Rebuilding voluntary income which was reduced during the COVID pandemic due to the cancellation or postponement of mass participation events.
- High staff turnover due to the current economic climate which leads to the loss of knowledge and experience.
- Reputational risk associated with the Mind brand.
- Non compliance with safe guarding processes and procedures. There is a safeguarding practice group that meets regularly and there is a trustee who has taken on the role as safeguarding lead as mitigations against this risk.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A risk appetite statement is agreed by the Trustees annually.

Objectives and Activities

Leeds Mind is a registered charity. The charity's objectives as set out in the memorandum and articles of association are to promote the preservation of good mental health and to relieve the needs of people with mental health difficulties by working to increase the understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The current strategy runs for three years from 2019 to 2022. This strategy sets out three strategic objectives; we will make mental health everyone's business, we will be person centred and responsive and we will thrive and innovate. A new strategy covering the years 2022-2025 has been launched in June 2022.

During the year to 31 March 2022 services were delivered in the following areas; Employment, Peer Support, Counselling, Befriending, Suicide Bereavement Services, Creative Arts, Social Prescribing and Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds. Leeds Mind secured funding in the year to expand its support to Young People.

The Employment Service, which operates under the name of WorkPlace Leeds, supports clients in finding paid work, training and education, volunteering and work placements. Support and advocacy are also provided to enable people in work to retain their jobs through the job retention service. An IT training suite helps people gain appropriate skills. These services are delivered in close collaboration with the Leeds clinical commissioning group, the Leeds and York Partnership NHS Trust and Leeds City Council and also supports wider partnership working across Leeds. During the year the service transitioned to an Individual Placement and Support (IPS) service.

Report of the Trustees for the year ended 31 March 2022 (continued)

Objectives and Activities (continued)

Our Peer Support Service offers skills workshops and courses, support groups and activity groups to help people develop skills to better manage their mental health. They are delivered by a team of staff and volunteers who have their own lived experience of mental health difficulties. Peer support is delivered both in the community and in statutory settings.

We deliver the Leeds Suicide Bereavement Service and the West Yorkshire Suicide Bereavement Service, a postvention service hosted in partnership with Leeds Survivor Led Crisis Service. The service works with all people who have been affected by suicide in their lives.

Our Counselling Service offers one to one support through an affordable route or through private practice. The aim of the private practice sessions is to fund the low cost sessions. The service is delivered by volunteer and paid counsellors all offering a person centred approach.

The Befriending Services offers a one to one service for people over fifty living in Leeds who are suffering with mental health difficulties.

The Creative Arts service is delivered across Leeds in community venues to increase the number of people we can support. The Inkwell building closed in July 2022. The Inkwell service seeks to engage, stimulate and absorb all abilities through creative activity. Users develop life skills such as teamwork and problem solving leading to increased confidence and improved wellbeing.

Leeds Mind has delivered support to young people through our THRU peer support service. Funding was secured during the year to expand our support and a Young Person's lead was recruited in March 2022.

Social Prescribing is an alternative to a medical prescription and is a community based intervention. The services offer people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city wide service Linking Leeds.

Live Well Leeds is a community based wellbeing service in Leeds. The service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the City.

Performance reports are provided on a regular basis to the commissioners of the services, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) are key measurement tools.

We continue to deliver high quality training to a wide range of employers. We deliver the accredited Mental Health First Aid and also bespoke courses to improve the mental health and wellbeing in the workplace.

We are an active member of Forum Central, the alliance of all voluntary sector organisations in Leeds. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the City with the aim of fostering positive attitudes to mental health in the workplace.

Staff and volunteers

We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind.

Report of the Trustees for the year ended 31 March 2022 (continued)

Staff and volunteers (continued)

We are also very fortunate to work with around 70 excellent and committed volunteers, in addition to our Trustees. They are active all around the organisation but particularly so in our Befriending, Peer Support, Counselling, Social Groups and Administration services. Without their continued support it would not be possible to continue to offer the same high level of service. We are proud to have achieved the Investors in Volunteers standard reflecting the support and opportunities we provide to our volunteers.

Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers.

Applications for employment by disabled persons are always fully considered and it is a desirable characteristic for employees to have lived experience of mental health difficulties in all our job advertisements. In the event of an employee becoming disabled then every effort is made to ensure that their employment can continue through putting into place reasonable adjustments.

Leeds Mind places considerable value on the involvement of employees and volunteers and has continued to keep them informed on matters affecting them and the organisation. This is achieved through a monthly newsletter, three whole organisation staff meetings each year, volunteer forums and monthly team meetings. A Wellbeing Group ensures the and promote the wellbeing of all our staff and volunteers. This has been particularly important during the past two years when staff have been working remotely and more initiatives have been put in place to ensure staff and volunteers feel supported and part of Leeds Mind.

Achievements and performance

The last year has once again been dominated by the COVID pandemic. We have responded to the changes in government guidance and ensured that our buildings are safe for staff, volunteers and clients to return to. We have now adopted hybrid working and staff work a minimum of two days a week in the office. We offer both face to face and virtual support for clients based upon client choice. The pandemic has continued to have a significant impact on our levels of voluntary income due to confidence in the community and the postponement of some events.
The effect of the last two years has continued to have a detrimental effect on the mental health of the population. Demand for mental health services is increasing and we have supported 2,138 unique people during the year, and had over 6,500 client appointments. Clients say their experience of Leeds Mind is positive with the majority saying that they would recommend Leeds Mind to family and friends. Feedback from clients included ' "I have managed to process and overcome trauma that I didn't think was possible, a physical weight has been lifted off my shoulders" and "the members of staff are wonderful and kind".'

This was the final year of the delivery of our strategic plan 2019 – 2022 and our business planning and priorities were based around our three strategic objectives:

1. **We will make mental health everyone's business** – by raising awareness and reducing stigma around mental health and putting Leeds Mind at the heart of mental health in the City.

   We have done this by:
   - Working with more than 2,000 people across the City.
   - Developing our workplace wellbeing offer and offering employers both face to face and virtual training. This has led to our most successful year in training.
   - Increasing the number and diversity of the members of the Mindful Employer steering group and increased members of the network. We send a monthly newsletter and hold regular events throughout the year.
   - Launching our new accessible website incorporating the new Mind branding.

Report of the Trustees for the year ended 31 March 2022 (continued)

Achievements and performance (continued)

2. **We will be person centred and responsive –** by putting people at the centre of our organisation, delivering high quality and inclusive support through understanding the needs of our communities.

   We have done this by:
   - Embedding client involvement through our Impact Group ensuring that people using our services are part of shaping and developing our organisation. Our client engagement group has met regularly and fed into the recruitment of our new trustees.
   - The Equality, Diversity and Inclusion Group has developed an action plan following our external audit last year. The group meets regularly, and we have held lunch and learn events and developed training for staff.
   - Implemented hybrid working which balances the needs of our staff and clients and ensures we can offer a timely service in the best way for our clients.
   - Increased the number of people we support through creative arts by delivering in community venues across the City and on the in patient wards.

3. **We will thrive and innovate –** by ensuring we are here for the long term through our forward thinking approach to services.

   We have done this by:
   - Maximising our voluntary income through new and innovative campaigns and events.
   - Successfully applying for trust and foundation funding to bridge the shortfall in voluntary income and enable us to continue delivering our self commissioned services.
   - Submitted bids with Mind in Bradford as West Yorkshire Mind and planned to appoint two posts across both organisations to increase income and ensure closer collaboration.
   - Improved our outcomes monitoring and reporting to demonstrate the difference we make and producing an Impact Report for the first time.
   - Reviewed our IT support and appointed new suppliers to ensure we are making the best use of our resources in this area.

Support for Leeds Mind

We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and in particular support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day to day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.

We have not received any complaints in relation to our fundraising practice for the year under review.

Report of the Trustees for the year ended 31 March 2022 (continued)

Financial Review

Total income for the year was £3,195,224 (2021: £2,849,720), an increase of 12%. This is due to the increase in charitable activities income of 19.6%, an increase in training income from £29.5k to £59.2k and an additional £41k Kirklees contract for suicide bereavement services.

Expenditure in the year has also increased to £2,924,299 (2021: £2,843,269), an overall increase of 2.85% in line with new contracts starting. Expenditure is tightly controlled and was within budget for the year.

Overall Leeds Mind achieved a surplus for the year of £270,925 (2021: £6,524). This is made up of £28,800 surplus in unrestricted funds and £242,125 surplus in restricted funds.

Principal Funding Sources

The main funding sources are the NHS in Leeds through the Clinical Commissioning Group and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate.

Fixed Assets and Investments

The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

Reserves Policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2021-22 the unrestricted reserves requirement is calculated as around £616k, with £639k being held at 31 March 2022. Leeds Mind also holds a designated reserve for 'inward investment' created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities.

Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

Plans for the Future

Next year is the first year of our new strategy 2022 – 2025. We have spent the last year consulting on this with staff, volunteers, clients and stakeholders through face to face meetings, an online survey and virtual focus groups. The strategy was formally launched in June 2022. We have used the four strategic pillars in the co-produced Mind Federation strategy and used our feedback to make these relevant locally. We have held planning sessions with all the services and with the Trustees which have informed the business plan.

Report of the Trustees for the year ended 31 March 2022 (continued)

Plans for the future (continued)

Our new strategic plan 2022–2025 sets out our objectives under four strategic pillars and forms the basis for business planning across Leeds Mind. The main objectives for 2022/23 are set out below:

1. **We Connect Minds** – bringing people together to make change in our communities.

We will do this by:
- Moving Inkwell Arts to a full community based programme responding to local needs.
- Working collaboratively with Mind in Bradford to develop the West Yorkshire Mind offer starting with a fully integrated Business Development function.
- Developing new partnerships across the West Yorkshire region to deliver more services across a wider footprint and to work with corporate partners across the region.
- Developing our digital strategy.

2. **We Support Minds –** delivering life changing support.

We will do this by:
- Mobilising the new Young Person's service through setting up a representative steering group with a plan to launch the service by the end of the calendar year.
- Increasing the diversity and membership of the Impact and client involvement groups.
- Increasing the number of clients we support with a particular focus on those from the most deprived areas.
- Developing an understanding of trauma informed working and how we can embed this at Leeds Mind.

3. **We Change Minds –** speaking out and making mental health everyone's business.

We will do this by:
- Developing a communications strategy.
- Increasing the Mindful Employer network ensuring that the membership is more representative of our communities.
- Building on our collaboration with Mind in Bradford to increase our training reach across West Yorkshire.
- Building up a library of client stories to share and demonstrate our impact.

4. **Together, we are Leeds Mind –** working together to become a more inclusive and sustainable organisation.

We will do this by:
- Refreshing the values of Leeds Mind to ensure they are relevant to our new ways of working and that they underpin the culture and behaviours of the organisation.
- Embedding our new IT support contract to ensure that all staff have the best equipment and that they are able to perform their roles.
- Undertaking a property survey with staff, volunteers and clients to assess our estate requirements. This will then inform the preparation of a property strategy.
- Further developing our wellbeing strategy and staff support offer to improve our staff retention.

Report of the Trustees for the year ended 31 March 2022 (continued)

Statement of the Responsibilities of the Trustees

Company law requires the Board to prepare financial statements for each financial period, which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of the surplus or deficit of the charitable company for that period.

In preparing those financial statements the Board is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which 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.

Statement of disclosure to the auditor

The trustees of the company who held office at the date of approval of this annual report confirm that:

- so far as they are aware, there is no relevant audit information, information needed by the company's auditors in connection with preparing their report, of which the charitable company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of this information.

Auditor

Azets Audit Services Limited were appointed as auditor to the company following their acquisition of the trade of Garbutt & Elliott Audit Limited on 1 December 2021. In accordance with section s487(2) of the Companies Act 2006 they are deemed reappointed annually.

Small Company Rules

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. It was approved by the Board of Trustees on 26/10/2022 .... and signed on its behalf by:

L Grant

Linda Grant
Chair of Trustees

Leeds Mind

Independent Auditor's Report to the Members of Leeds Mind

Opinion

We have audited the financial statements of Leeds Mind for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the cash flow statement 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 UK Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (UK Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

Independent Auditor's Report to the Members of Leeds Mind

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' report (incorporating the strategic report and the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the strategic report and the Directors' 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 Charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

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

Independent Auditor's Report to the Members of Leeds Mind

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

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the trustees/directors and other management, and from inspection of the charitable company's regulatory and legal correspondence. We discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance during the audit.

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies and charities legislation), pensions legislation, taxation legislation and further laws and regulations that could indirectly affect the financial statements, comprising data protection, health and safety, safeguarding and employment legislation. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. These procedures did not identify any potentially material actual or suspected non-compliance.

To identify risks of material misstatement due to fraud we considered the opportunities and incentives and pressures that may exist within the charitable company to commit fraud. Our risk assessment procedures included: enquiry of trustees and other management to understand the high level policies and procedures in place to prevent and detect fraud, reading Board minutes and considering performance targets and incentive schemes in place for management. We communicated identified fraud risks throughout our team and remained alert to any indications of fraud during the audit.

As a result of these procedures we identified the greatest potential for fraud in the following areas:

- income recognition and in particular the risk that income is recognised in the wrong reporting period; and
- subjective accounting estimates.

Both fraud risks arise due to a desire to present the financial statements in a differing light to meet management objectives.

As required by auditing standards we also identified and addressed the risk of management override of controls.

We performed the following procedures to address the risks of fraud identified:

- identifying and testing high risk journal entries through vouching the entries to supporting documentation;
- assessing significant accounting estimates for bias; and
- testing the recognition of income and in particular that it was appropriately recognised or deferred.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Leeds Mind

Independent Auditor's Report to the Members of Leeds Mind

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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services Limited

31/10/2022

Jessica Lawrence
Senior Statutory Auditor

For and on behalf of Azets Audit Services Limited
Statutory Auditor

33 Park Place
Leeds
LS1 2RY

Leeds Mind

Statement of Financial Activities (including Income and Expenditure Account) for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Income from:							
Donations and legacies	**2**	243,046	201,565	444,611	257,325	300,876	558,201
Charitable activities	**3**	2,444,961	283,638	2,728,599	2,242,809	38,331	2,281,140
Other trading activities	**4**	20,424	-	20,424	8,315	-	8,315
Investment income – bank interest		1,590	-	1,590	2,064	-	2,064
Total income		2,710,021	485,203	3,195,224	2,510,513	339,207	2,849,720
Expenditure on:							
Fundraising	**5**	95,305	-	95,305	105,161	-	105,161
Charitable activities	**6**	2,585,916	243,078	2,828,994	2,385,061	353,047	2,738,108
Total expenditure		2,681,221	243,078	2,924,299	2,490,222	353,047	2,843,269
Net income/(expenditure) for the year before other recognised gains/(losses)	**8**	28,800	242,125	270,925	20,291	(13,840)	6,451
Realised and unrealised gains on investments	**12**	-	-	-	73	-	73
Net movement in funds		28,800	242,125	270,925	20,364	(13,840)	6,524
Total funds brought forward	**15**	1,242,473	54,870	1,297,343	1,222,109	68,710	1,290,819
Total funds carried forward	**15**	1,271,273	296,995	1,568,268	1,242,473	54,870	1,297,343

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 17 to 31 form part of these financial statements.

Leeds Mind

Balance Sheet as at 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible assets	**10**		382,313		399,470
Current Assets					
Debtors	**11**	612,124		424,204	
Investments	**12**	294		294	
Cash at bank and in hand		865,804		851,671	
		1,478,222		1,276,169	
Creditors					
Amounts falling due within one year	**13**	(292,267)		(378,296)	
Net Current Assets			1,185,955		897,873
Net Assets			1,568,268		1,297,343
Funds					
Restricted funds	**15**		296,995		54,870
Unrestricted funds:					
Designated funds	**15**	632,313		599,470	
General funds	**15**	638,960		643,003	
Total unrestricted funds		1,271,273		1,242,473	
Total Funds			1,568,268		1,297,343

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and were approved by the Board and signed on its behalf.

L Grant

26/10/2022

Linda Grant
Chair of Trustees

The notes on pages 17 to 31 form part of these financial statements.

Company registration number: 02193270

Leeds Mind

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by / (used in) operating activities	**21**	12,543	(18,838)
Cash flows from investing activities			
Dividends and interest from investments		1,590	2,064
Net cash provided by investing activities		1,590	2,064
Change in cash and cash equivalents in the year		14,133	(16,774)
Cash and cash equivalents at the beginning of the year		851,671	868,445
Cash and cash equivalents at the end of the year		865,804	851,671

Leeds Mind

Notes to the Financial Statements for the year ended 31 March 2022

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company Information

Leeds Mind is a Company Limited by Guarantee and is also a registered charity. The registered office is Clarence House, 11 Clarence Road, Horsforth, Leeds, LS18 4LB.

Each member of the company has undertaken to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of it being wound up while he or she is a member, or within one year after he or she ceases to be a member.

Basis of preparation of the financial statements

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

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

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Income

Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accruals basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

1. Accounting Policies (continued)

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 7.

Staff costs

The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

Fund accounting

Funds held by the charity are either:

General funds **–** are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

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, together with a fair allocation of management and support costs.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

Financial instruments

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

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 held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

1. Accounting Policies (continued)

Debtors

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

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

Creditors, loans and provisions

Creditors, loans 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, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

Pension costs

The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

Operating leases

Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight line basis over the lease term.

Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Allocation of Support Costs
Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

2. Donations and Legacies

	Unrestricted funds £	Restricted funds £	2022 Total £	Unrestricted funds £	Restricted funds £	2021 Total £
Donations	239,015	-	239,015	222,946	-	222,946
National Mind	-	108,169	108,169	-	114,800	114,800
BLC Horizons Grant	-	-	-	-	10,000	10,000
Big Lottery Fund: Outdoors Active & Well	-	2,188	2,188	-	8,750	8,750
Leeds Community Foundation Men'd	-	23,374	23,374	-	-	-
LCC small business COVID	-	42,373	42,373	-	18,000	18,000
Co-op	-	-	-	-	8,144	8,144
Health Education England	-	-	-	-	17,425	17,425
The Julia and Hans Rausing Trust		1,500	1,500	-	54,970	54,970
Leeds Older Peoples Forum: Time to Shine Befriending	-	-	-		50,777	50,777
BUPA	-	13,267	13,267	-	-	-
Coronavirus Job Retention Scheme	4,031	-	4,031	34,379	-	34,379
Various other small grants	-	10,694	10,694	-	18,010	18,010
	243,046	201,565	444,611	257,325	300,876	558,201

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

3. Income from Charitable Activities

	Unrestricted funds £	Restricted funds £	2022 Total £	Unrestricted funds £	Restricted funds £	2021 Total £
Sale of art materials and artwork	215	-	215	198	-	198
Craft Café income	-	-	-	14	-	14
LCC Adult Social Care	363,803		363,803	405,526	-	405,526
Leeds CCGs	1,365,926	60,000	1,425,926	1,185,085	-	1,185,085
SWYFT Suicide Prevention	-	46,000	46,000	-	-	-
Manny Cussins Foundation	-	95,041	95,041	-	-	-
Co-op resilience	-	29,474	29,474	-	-	-
Masonic funding – befriending	-	49,123	49,123	-	-	-
LYPFT	162,497	-	162,497	159,949	-	159,949
Bradford District Care Trust	-	-	-	8,000	-	8,000
Training	59,210	-	59,210	29,700	-	29,700
Consultancy	2,940	-	2,940	-	-	-
Counselling and other client income	25,043	-	25,043	22,702	-	22,702
Linking Leeds - Contract	384,546	-	384,546	347,079	-	347,079
North Yorkshire Hospice Care	49,873	-	49,873	35,184	-	35,184
NHS Health England	19,544	-	19,544	43,278	-	43,278
Peer Support	-	-	-	-	34,731	34,731
Other Income	11,364	4,000	15,364	6,094	3,600	9,694
	2,444,961	283,638	2,728,599	2,242,809	38,331	2,281,140

4. Other Trading Activities

	Unrestricted funds £	Restricted funds £	2022 Total £	Unrestricted funds £	Restricted funds £	2021 Total £
Fundraising events income	4,060	-	4,060	1,460	-	1,460
Room hire	-	-	-	(1,116)	-	(1,116)
Shop income	16,364	-	16,364	7,971	-	7,971
	20,424	-	20,424	8,315	-	8,315

5. Fundraising

	Unrestricted funds £	Restricted funds £	2022 Total £	Unrestricted funds £	Restricted funds £	2021 Total £
Staff Costs **(Note 9)**	95,305	-	95,305	105,161	-	105,161

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

6. Expenditure on Charitable Activities

For the year ended 31 March 2022	Basis of allocation	Peer Support £	Wellbeing £	Employment £	Social Prescribing £	Total 2022 £
Costs directly allocated to activities:						
Staff and agency staff costs	Direct	297,156	517,564	707,915	275,516	1,798,151
Total staff costs	Direct	297,156	517,564	707,915	275,516	1,798,151
Staff travel, training and other costs	Direct	5,136	12,199	6,897	230	24,462
Sub-contractor costs	Direct	12,740	39,550	72,850	66,584	191,724
Volunteer expenses	Direct	5	(29)	105	-	81
Events & Meetings	Direct	8,372	3,180	3,857	-	15,409
Client activities	Direct	32	2,648	5,597	-	8,277
Building costs	Direct	-	8,758	136	-	8,894
IT costs	Direct	3,913	10,182	15,926	3,143	33,164
Office costs	Direct	3,626	4,620	8,199	368	16,813
Support costs **(Note 7)**	Income	100,334	216,273	308,756	106,656	732,019
		431,314	814,945	1,130,238	452,497	2,828,994

For the year ended 31 March 2021	Basis of allocation	Peer Support £	Wellbeing £	Employment £	Social Prescribing £	Total 2021 £
Costs directly allocated to activities:						
Staff and agency staff costs		363,598	450,378	732,079	211,436	1,757,491
Total staff costs		363,598	450,378	732,079	211,436	1,757,491
Staff travel, training and other costs	Direct	5,052	7,922	11,758	901	25,633
Sub-contractor costs	Direct	-	63,270	72,850	-	136,120
Volunteer expenses	Direct	105	-	14	-	119
Special events	Direct	315	7,596	10,141	-	18,052
Client activities	Direct	3,282	1,811	925	-	6,018
Building costs	Direct	-	6,910	37	-	6,947
Rent, rates and utilities	Direct	-	(579)	-	-	(579)
IT costs	Direct	6,662	6,606	24,190	19,454	56,912
Office costs	Direct	24	2,266	7,666	-	9,956
Support costs **(Note 7)**	Income	129,220	176,267	314,970	100,982	721,439
		508,258	722,447	1,174,630	332,773	2,738,108

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

7. Analysis of Governance and Support Costs

For the year ended 31 March 2022	Basis of allocation	General support £	Governance £	Total 2022 £
Costs directly allocated to activities:				
Staff and agency staff costs **(Note 9)**	Income	405,062	24,108	429,170
Staff costs other	Income	15,737	-	15,737
Volunteer costs	Income	441	-	441
General office and admin costs	Income	67,614	-	67,614
Building and maintenance costs	Income	49,948	-	49,948
Rent, rates and utilities	Income	47,808	-	47,808
IT costs	Income	90,789	-	90,789
Legal and professional fees	Income	-	13,355	13,355
Depreciation	Direct	17,157	-	17,157
		694,556	37,463	732,019

For the year ended 31 March 2021	Basis of allocation	General support £	Governance £	Total 2021 £
Costs directly allocated to activities:				
Staff and agency staff costs **(Note 9)**	Income	403,284	20,809	424,093
Staff costs other	Income	13,099	-	13,099
General office and admin costs	Income	60,332	-	60,332
Building and maintenance costs	Income	42,144	-	42,144
Rent, rates and utilities	Income	48,799	-	48,799
IT costs	Income	78,834	-	78,834
Legal and professional fees	Income	-	19,817	19,817
Depreciation	Direct	34,321	-	34,321
		680,813	40,626	721,439

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

8. Net Income/(Expenditure) for the Year

This is stated after charging:	2022 £	2021 £
Auditor's remuneration:		
Audit fees	6,320	5,850
Financial Statements preparation	2,200	1,000
Depreciation of tangible fixed assets	17,157	34,321

9. Information Regarding Employees and Trustees

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

	2022 Number	2021 Number
Wellbeing	27	36
Employment services	27	29
General support / central services	19	16
Social Prescribing	12	9
Peer Support	13	11
	98	101

Staff costs during the year were as follows:	2022 £	2021 £
Wages and salaries	1,986,181	1,967,501
Employer's NI	155,373	156,762
Pension costs	145,849	155,151
Temporary staff	35,223	7,331
	2,322,626	2,286,745

No employee earned £60,000 or more during the year (2021: none).

None of the Trustees received remuneration for their services during the year (2021: none).

No Trustees were reimbursed expenses during the year (2021: £nil).

Wages and salaries include £13,843 (2021: £nil) in respect of redundancy payments.

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Finance Manager, People and Culture Manager and the Business Development Director. The total employee benefits of the key management personnel of the charity were £244,550 (2021: £237,991).

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

10. Tangible Fixed Assets

	Freehold land and buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
At 1 April 2021 & 31 March 2022	1,143,782	136,867	1,280,649
Depreciation			
At 1 April 2021	744,312	136,867	881,179
Charge for the year	17,157	-	17,157
At 31 March 2022	761,469	136,867	898,336
Net book value			
At 31 March 2022	382,313	-	382,313
At 31 March 2021	399,470	-	399,470

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

11. Debtors

	2022 £	2021 £
Trade debtors	582,756	415,852
Prepayments and accrued income	29,368	8,352
	612,124	424,204

12. Investments

	2022 £	2021 £
Listed investments		
Market value at 1 April 2021	294	221
Unrealised gain on investments	-	73
Market value at 31 March 2022	294	294

13. Creditors: Amounts Falling Due Within One Year

	2022 £	2021 £
Trade creditors	36,553	19,727
Payroll liabilities	33,904	46,737
Accruals and other creditors	94,579	57,795
Deferred income **(Note 14)**	127,231	254,037
	292,267	378,296

14. Deferred Income

	2022 £	2021 £
At 1 April 2021	254,037	226,348
Amount released to income	(242,203)	(117,021)
Amount deferred in the year	115,397	144,710
At 31 March 2022	127,231	254,037

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

15. Movement in Funds

As at 31 March 2022	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Restricted funds					
National Mind Grants	10,761	108,169	(76,095)	-	42,835
BLC Horizons Grant	5,778	2,188	(7,966)	-	-
DHSC – Department of Health and Social Care	-	23,374	(23,374)		-
Inkwell	-	60,000	-	-	60,000
SWYFT Suicide Prevention	-	46,000	-	-	46,000
LCC – Small Business COVID Grant	-	42,373	(42,373)	-	-
Co-op	-	29,474	(17,902)	-	11,572
The Julia and Hans Rausing Trust	-	1,500	(1,500)	-	-
Leeds Older People's Forum: Time to Shine Befriending	-	49,123	(12,281)	-	36,842
Manny Cussins Foundation	-	95,041	(2,895)	-	92,146
Peer Support	34,731	-	(34,731)	-	-
BUPA	-	13,267	(13,267)	-	-
Other income	-	4,000	-	-	4,000
Various Small Grants	3,600	10,694	(10,694)	-	3,600
Total restricted funds	54,870	485,203	(243,078)	-	296,995
Unrestricted funds					
Designated					
Designated - Freehold land and buildings	399,470	-	(17,157)	-	382,313
Designated - Inward investment	200,000	-	-	50,000	250,000
Total designated	599,470	-	(17,157)	50,000	632,313
General	643,003	2,710,021	(2,664,064)	(50,000)	638,960
Total unrestricted funds	1,242,473	2,710,021	(2,681,221)	-	1,271,273
Total funds	1,297,343	3,195,224	(2,924,299)	-	1,568,268

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

15. Movement in Funds (continued)

As at 31 March 2021	Balance at 1 April 2020 £	Income £	Expenditure £	Gains £	Balance at 31 March 2021 £
Restricted funds					
National Mind Grants	17,461	114,800	(121,500)	-	10,761
National Lottery Loneliness Fund	-	10,000	(10,000)	-	-
BLC Horizons Grant	5,778	8,750	(8,750)	-	5,778
LCC – Small business COVID grant	-	18,000	(18,000)	-	-
Leeds Community Foundation: Men's Suicide Prevention Service	12,494	-	(12,494)	-	-
Co-op	-	8,144	(8,144)	-	-
The Julia and Hans Rausing Trust	-	54,970	(54,970)	-	-
NHS Health Education England	-	17,425	(17,425)	-	-
Peer Support	-	34,731	-	-	34,731
Various small grants	-	21,610	(18,010)	-	3,600
Leeds Older People's Forum: Time to shine befriending	32,977	50,777	(83,754)	-	-
Total restricted funds	68,710	339,207	(353,047)	-	54,870
Unrestricted funds					
Designated					
Designated - Freehold land and buildings	416,626	-	(17,156)	-	399,470
Capital IT Infrastructure	17,165	-	(17,165)	-	-
Designated - Inward investment	200,000	-	-	-	200,000
Total designated	633,791	-	(34,321)	-	599,470
General	588,318	2,510,513	(2,455,901)	73	643,003
Total unrestricted funds	1,222,109	2,510,513	(2,490,222)	73	1,242,473
Total funds	1,290,819	2,849,720	(2,843,269)	73	1,297,343

Purpose of restricted funds

Mind:

- Next steps – providing ongoing job retention support to clients to help sustain employment.
- BBS family worker - to provide postvention support to family groups in Leeds who have been bereaved by suicide, thereby preventing further suicides.
- Blue Light – to develop support / training for members of the emergency services.
- Side by Side – for one to one support and coaching to support the development of peer support within the community.

BLC Horizons grant - to develop and deliver peer support skills groups for people experiencing or at risk of hardship crisis, working in partnership with Better Leeds Communities (providing 1:1 advice) and Age UK (providing 1:1 advocacy).

DHSC – Department of Health and Social Care – to meet the increased need for suicide prevention services because of the pandemic and to enhance support service provision to people at risk of suicide.

SWYFT Suicide Prevention– funding to develop and subsequently deliver a service of financial wellbeing support.

LCC – Small business COVID grant - Businesses in Leeds were given helping hand as the city aims to build back stronger than ever from the economic effects of the COVID-19 pandemic. Funds to cover Inkwell cost.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

15. Movement in Funds (continued)

Purpose of restricted funds (continued)

Co-op - From Co-op Foundation to help young people support each other during bereavement, will use the funding for Leeds Bereaved by Suicide service, expect to support young people throughout the project.

The Julia and Hans Rausing Trust – The grant is for core costs and overheads of Leeds Mind and cannot be used for any other purpose without prior consent of The Trust.

Leeds Older People's Forum – Time to Shine Befriending: for the delivery of a social support and befriending service for people aged 50+ who are experiencing mental health difficulties and high levels of social isolation.

Peer Support - CCG have confirmed they are happy for all of the Converge funds to be used to support the peer support delivery.

Bupa – funding to support men in Leeds struggling with social isolation and or mental health difficulties.

NHS Health Education England – To fund Peer Support Worker and Supervisor Trailblazer 5 x Peer Support Worker grants at £3,485 per peer support worker = £17,425

Purpose of designated funds

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The inward investment designated fund of £250,000 was created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

16. Analysis of Net Assets by Fund

As at 31 March 2022	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	296,995	296,995
Unrestricted funds			
General	-	638,960	638,960
Designated	382,313	250,000	632,313
	382,313	1,185,955	1,568,268

As at 31 March 2021	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	54,870	54,870
Unrestricted funds			
General	-	643,003	643,003
Designated	399,470	200,000	599,470
	399,470	897,873	1,297,343

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

17. Commitments

As at 31 March 2022 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings		Office equipment		Motor vehicles	
	2022 £	2021 £	2022 £	2021 £	2022 £	2021 £
Expiry date:						
Within one year	9,333	28,000	21,790	8,904	454	986
Between one and five years	-	10,667	42,063	13,387	-	-
	9,333	38,667	63,853	22,291	454	986

18. Taxation

Leeds Mind is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, it is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

19. Related Party Transactions

During the year the Charity was involved in a partnership with Leeds Survivor-Led Crisis Service, a charity in which Helen Kemp, the Chief Executive of Leeds Mind, is a Trustee. Payments for services provided as part of this partnership totalled £27,638 (2021: £40,893) during the year. At the year end there was a creditor balance of £6,842 (2021: £nil).

Helen Kemp is a Trustee of Phoenix Health & Wellbeing, a charity. Various payments to Phoenix Health & Wellbeing for room hire and services totalled £2,270 (2021: £4,045).

Helen Kemp is a Trustee of Mind Matters (Trading Activities) Ltd. In the year ended 31 March 2022, £16,538 has been recognised as income from Mind Matters (2021: £7,971). At the year end there was a balance due from Mind Matters (Trading Activities) Ltd of £24,509 (2021: £7,971).

Helen Kemp is a director of Volition Leeds. During the year, income was received from Volition Leeds totalling £500 (2021: £nil).

Ed Bellamy is a Trustee of Leeds Mind and a paid staff member of Egton, which is a trading division of Egton Medical Information Systems Ltd. Egton provided Leeds Mind with IT services worth £37,997 (2021: £18,676). At the year end there was a balance owing to Egton of £2,439 (2021: £nil).

Rebecca Lasseko is a director of BCC Leeds Training. During the year, payments were made to BCC Leeds Training totalling £2,204 (2021: £234).

20. Pension Costs

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £145,849 (2021: £155,151). At the year end £402 (2021: 12,969) was outstanding.

Notes to the Financial Statements for the year ended 31 March 2022 (continued)

21. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net movement in funds	270,925	6,524
Depreciation charges	17,157	34,321
(Gains) on investments	-	(73)
Investment income	(1,590)	(2,064)
(Increase) in debtors	(187,920)	(102,557)
Increase in creditors	(86,029)	45,011
	12,543	(18,838)

Analysis of changes in net funds

	At 31 March 2021 £	Cash flow £	At 31 March 2022 £
Cash at bank and in hand	851,671	14,133	865,804

The charity had no debt in the year.

LEEDS MIND

England & Wales - Charity number 1007625

Accounts

Charity Number: 1007625

Company Number: 02193270

Leeds Mind

(A Company Limited by Guarantee)

Annual Report and Financial Statements

For the year ended 31 March 2021

Affiliated to Mind
www.leedsmind.org.uk

Registered Charity - Number 1007625

Registered in England - Number 02193270

Registered Office:
Clarence House
11 Clarence Road
Horsforth
Leeds
LS18 4LB

Leeds Mind

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Leeds Mind

Charity Information

Trustees	Linda Grant	Chair
	Paul Cunningham	Deputy Chair
	Edward Bellamy	
	Sarah Bronsdon	
	David Gee	Treasurer
	Andy Graham	
	Bev Harrison	
	Toby Rake	
	Rebecca Lasseko	
	Luke Barrett	
	Sarah Moore	
Company Secretary	Helen Kemp	

The members of the senior leadership team at 31 March 2021 were:

Helen Kemp	Chief Executive
Jo Sutcliffe	Human Resources Manager
Uzma Younus	Finance Manager
Kate Goldring	Business Development Director
Lucy Hancock	Operations Director

Charity number	1007625
Company number	02193270
Principal and registered office	Clarence House 11 Clarence Road Horsforth Leeds LS18 4LB
Auditor	Garbutt & Elliott Audit Limited 33 Park Place Leeds LS1 2RY
Bankers	Unity Trust Bank Four Brindley Place Birmingham B1 2JB

Leeds Mind

Report of the Trustees for the year ended 31 March 2021

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2021, the annual report is also prepared to meet the requirements for a Directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Reference and Administrative Details

The Charity Information page forms part of this report.

Structure, Governance and Management

Leeds Mind was founded in 1972. The company is incorporated under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in March 2018 and the review team found that we had met the requirements in all twenty four of the standards. There is now an annual self-assessment against these standards to ensure that all the quality markers are kept up to date. The next full assessment will be in Autumn 2022.

All Directors of the company are also Trustees of the charity and there are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there are currently eleven Trustees. The Board meets quarterly and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year and they are responsible for Finance, Quality and Performance, People Development and Business Development. A Remuneration Committee meets annually to review the salaries of the senior leadership team.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are given an overview of the organisation by the Chief Executive. This covers: the duties of Board members, funding sources, the structure of the organisation, and plans for the current year and beyond. All new Trustees attend the Leeds Mind Induction and they are also offered a general tour of the different services and their premises. External training in the role of Trustees is provided as necessary.

The Board agrees the strategy and direction of Leeds Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the senior leadership team.

All staff, including the senior leadership team are paid on the NJC pay scales. Pay levels are benchmarked regularly against other providers and similar roles in Leeds. Any changes to grading are agreed by the People Development committee of the Board.

Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:

- The short term nature of some statutory funding which leads to uncertainty for both the staff and the organisation.
- The reduction in voluntary income due to the COVID pandemic which has led to the cancellation or postponement of mass participation events.
- Reputational risk associated with the Mind brand.
- Non-compliance with safeguarding processes and procedures. There is a safeguarding practice group that meets regularly and a safeguarding expert has been co-opted onto the Quality and Performance committee as mitigations against this risk.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A risk appetite statement is agreed by the Trustees annually.

Objectives and Activities

Leeds Mind is a registered charity. The charity's objectives as set out in the memorandum and articles of association are to promote the preservation of good mental health and to relieve the needs of people with mental health difficulties by working to increase the understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The current strategy runs for three years from 2019 to 2022. This strategy sets out three strategic objectives; we will make mental health everyone's business, we will be person centred and responsive and we will thrive and innovate.

During the year to 31 March 2021 services were delivered in the following areas; Employment, Peer Support, Counselling, Befriending, Suicide Bereavement, Creative Arts, Social Prescribing and Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds.

The employment service, which operates under the name of WorkPlace Leeds, supports clients in finding paid work, training and education, volunteering and work placements. Support and advocacy are also provided to enable people in work to retain their jobs through the job retention service. An IT training suite helps people gain appropriate skills. These services are delivered in close collaboration with the Leeds clinical commissioning group, the Leeds and York Partnership NHS Trust and Leeds City Council and also supports wider partnership working across Leeds.

Our peer support service offers skills workshops and courses, support groups and activity groups to help people develop skills to better manage their mental health. They are delivered by a team of staff and volunteers who have their own lived experience of mental health difficulties. Peer support is delivered both in the community and in statutory settings.

We deliver the Leeds Suicide Bereavement Service and the West Yorkshire and Harrogate Suicide Bereavement Service, a postvention service hosted in partnership with Leeds Survivor Led Crisis Service. The service works with all people who have been affected by suicide in their lives.

Report of the Trustees for the year ended 31 March 2021 (continued)

Objectives and Activities (continued)

Our counselling service offers one to one support through an affordable route or through private practice. The private practice sessions fund the low cost sessions. The service is delivered by volunteer and paid counsellors all offering a person centred approach.

The befriending services offers a one to one service for people over fifty living in Leeds who are suffering with mental health difficulties.

The creative arts service is based at Inkwell; a safe, creative and accessible space where passion and skills entwine, challenging the stigma of mental health and celebrating the diversity of its participants. It seeks to engage, stimulate and absorb all abilities through creative activity. Users develop life skills such as teamwork and problem solving leading to increased confidence and improved wellbeing.

Social Prescribing is an alternative to a medical prescription and is a community based intervention. The services offer people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city wide service Linking Leeds.

Live Well Leeds is a community based wellbeing service in Leeds. The service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the City.

Performance reports are provided on a regular basis to the commissioners of the services, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) are key measurement tools.

We continue to deliver high quality training to a wide range of employers. We deliver the accredited Mental Health First Aid and also bespoke courses to improve the mental health and wellbeing in the workplace.

We are an active member of Forums Central, the alliance of all voluntary sector organisations in Leeds. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the City with the aim of fostering positive attitudes to mental health in the workplace.

Staff and volunteers

We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind.

We are also very fortunate to work with around 80 excellent and committed volunteers, in addition to our Trustees. They are active all around the organisation but particularly so at Inkwell and in our Befriending, Peer Support, Counselling, Social Groups and Administration services. Without their continued support it would not be possible to continue to offer the same high level of service. We are proud to have achieved the Investors in Volunteers standard reflecting the support and opportunities we provide to our volunteers.

Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers.

Applications for employment by disabled persons are always fully considered and it is a desirable characteristic for employees to have lived experience of mental health difficulties in all our job advertisements. In the event of an employee becoming disabled then every effort is made to ensure that their employment can continue through putting into place reasonable adjustments.

Report of the Trustees for the year ended 31 March 2021 (continued)

Staff and volunteers (continued)

Leeds Mind places considerable value on the involvement of employees and volunteers and has continued to keep them informed on matters affecting them and the organisation. This is achieved through a monthly newsletter, three whole organisation staff meetings each year, volunteer forums and monthly team meetings. A Wellbeing Group ensures and promotes the wellbeing of all our staff and volunteers. This has been particularly important during the last year when staff have been working remotely and more initiatives have been put in place to ensure staff and volunteers feel supported and part of Leeds Mind.

Achievements and performance

The last year has been dominated by the COVID pandemic. Our staff all moved to working remotely at the end of March 2020 and all our services changed from face to face support to virtual through the telephone and different media platforms including WhatsApp, Zoom and Teams. Demand for services was low at the start of the year in line with all mental health services but this has gradually increased during the year due to the impact the pandemic has had on mental health. We have offered both one to one and group support throughout the period with an increase in face to face support towards the end of the year. The Inkwell building including the café has remained closed throughout the period but the staff have been able to deliver art workshops in the community. The pandemic has also had a significant impact on our levels of voluntary income due to the cancellation of mass participation events. Despite the difficulties in the year our services have all remained open and we have supported over 3,000 people during the year and we have set up new services to respond to demand. We continue to be a key partner in the delivery of community mental health services in Leeds and provide input into various city wide strategic groups. Our clients overwhelmingly say that their experience of Leeds Mind is positive with the majority saying that they would recommend Leeds Mind to family and friends. Feedback from clients included 'I feel as though someone is listening to me', 'I honestly don't know where I would be without this help' and 'this is a brilliant service.'

This was the second year of the delivery of our strategic plan 2019 – 2022 and our business planning and priorities were based around our three strategic objectives:

1. **We will make mental health everyone's business** – by raising awareness and reducing stigma around mental health and putting Leeds Mind at the heart of mental health in the City.

   We have done this by:
   - Working with over 3,000 people across the City.
   - Developing a marketing and communications strategy to streamline all our communications and ensure consistent messaging. We have increased our reach through social media and newspaper, tv and radio.
   - Holding a successful week long virtual Mindful Employer conference attended by 597 delegates and we had 322 new network members.
   - Developing our virtual workplace wellbeing offer through our Help for Employers package in response to the pandemic to deliver online training.
   - Delivering a Mentally Healthy Universities programme in conjunction with Leeds Beckett University.

2. **We will be person centred and responsive –** by putting people at the centre of our organisation, delivering high quality and inclusive support through understanding the needs of our communities.

Report of the Trustees for the year ended 31 March 2021 (continued)

Achievements and performance (continued)

We have done this by:

- Embedding client involvement through our Impact Group, ensuring that people using our services are part of shaping and developing our organisation. Our client engagement group has met regularly and they have fed into the development of the website and overall communications.
- Establishing the Equality, Diversity and Inclusion Group and celebrated events such as Pride and Black History month. We have undertaken an external audit to help us establish an action plan.
- Delivering new services including Young black Minds, a grief and loss line across West Yorkshire and Harrogate and embedded an Individual Placement and Support (IPS) service within WorkPlace Leeds.
- Appointing a co-opted member of the Board with safeguarding expertise to enable us to continue to deliver excellent safeguarding practice.

3. **We will thrive and innovate –** by ensuring we are here for the long term through our forward thinking approach to services.

We have done this by:

- Maximising our voluntary income through the pandemic through new and innovative campaigns and events.
- Successfully applying for COVID relief funds to bridge the shortfall in voluntary income and enable us to continue delivering our self-commissioned services.
- Developing a virtual offer across all our services.
- Monitoring our outcomes to demonstrate the difference we make and producing an Impact Report for the first time.
- Entering into a memorandum of understanding with Mind in Bradford to work across West Yorkshire under the operating name of West Yorkshire Mind.

Support for Leeds Mind

We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and in particular support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day to day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.

We have not received any complaints in relation to our fundraising practice for the year under review.

Report of the Trustees for the year ended 31 March 2021 (continued)

Financial Review

Total income for the year was £2,849,720 (2020: £2,841,324), an increase of 0.3%. Income from general donations has fallen from £425K to £223k due to the pandemic however we have had support from The Julia and Hans Rausing Trust (£55k), the Job Retention Scheme brought in income of £34k and we were assisted by a Leeds City Council small business COVID grant of £18k. Funding from National Mind totalled £115k.

Expenditure in the year decreased to £2,843,269 (2020: £2,978,708), a decrease of 4.5%. Fundraising costs were down by £13k and sub-contractor costs reduced by £60k due to the end of the Connect for Health contract. The restrictions of the pandemic also lead to reductions in staff travel / training of £33k, volunteer costs £8k, client activities £21k and office costs of £33k. IT costs however increased by £19k which related in part to setting all staff up to work from home.

Overall Leeds Mind shows a surplus for the year of £6,524 (2020: deficit £137,593) which is made up of £20,364 surplus in unrestricted funds and £13,840 deficit in restricted funds.

Principal Funding Sources

The main funding sources are the NHS in Leeds through the Clinical Commissioning Group and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate.

Fixed Assets and Investments

The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

Reserves Policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2020-21 the unrestricted reserves requirement is calculated as around £622k, with £643k being held at 31 March 2021. Leeds Mind holds a designated reserve for 'inward investment' created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities.

Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

Report of the Trustees for the year ended 31 March 2021 (continued)

Plans for the Future

Next year is the last year of our strategic plan. We have held planning sessions with all the services and with the trustees which will inform the business plan.

The COVID-19 pandemic is still very much with us and this has delayed some of the workstreams we had hoped to start during this financial year into 2021/22. We are still feeling the impact on our voluntary income and this has been reflected in the budgets. It is important that we take some of the positives from the last year to inform future working practice for example a hybrid way of working with our clients and a more agile working environment for staff.

Our strategic plan 2019–2022 sets out our objectives under three headings and forms the basis for business planning across Leeds Mind. The main objectives for 2021/22 are set out below:

1. **We will make mental health everyone's business** – by raising awareness and reducing stigma around mental health and putting Leeds Mind at the heart of mental health in the City.

   We will do this by:
   - Working with more people across the City with a focus on those people within the most deprived areas.
   - Embedding our workplace wellbeing offer through the Help for Employers package.
   - Building on the success of the Mindful Employer conference we will recruit more steering group members and expand the network to promote positive attitudes to mental health in the workplace.
   - Launch our new website and communications using the new Mind branding which is more accessible and inclusive.

2. **We will be person centred and responsive –** by putting people at the centre of our organisation, delivering high quality and inclusive support through understanding the needs of our communities.

   We will do this by:
   - Continuing to embed client involvement ensuring that people using our services are part of shaping and developing our organisation through our Impact group.
   - Developing our children and young people's workstream to increase the services we offer and the number of people we work with.
   - Create an action plan following our audit from the National Centre of Diversity to embed an inclusive culture through our Equality and Diversity workstream working with staff, volunteers and clients. This will include appointing additional members to the Board of trustees to diversify the leadership.
   - Offer both virtual and face to face support for clients based upon their preference and need.
   - Developing our creative community offer.

3. **We will thrive and innovate –** by ensuring we are here for the long term through our forward thinking approach to services.

   We will do this by:
   - Implement agile working across Leeds Mind balancing the needs of employees, clients and the organisation.
   - Increasing income through tendering for statutory contracts and rebuilding our voluntary income.
   - Building on our collaboration with Mind in Bradford to promote our services across West Yorkshire under the operating name of West Yorkshire Mind.
   - Monitoring our outcomes to demonstrate the difference we make to the people of Leeds.
   - Ensure the efficient use of all our resources including IT and property.

Report of the Trustees for the year ended 31 March 2021 (continued)

Statement of the Responsibilities of the Trustees

Company law requires the Board to prepare financial statements for each financial period, which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of the surplus or deficit of the charitable company for that period.

In preparing those financial statements the Board is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which 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.

Statement of disclosure to the auditor

The trustees of the company who held office at the date of approval of this annual report confirm that:

- so far as they are aware, there is no relevant audit information, information needed by the company's auditors in connection with preparing their report, of which the charitable company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of this information.

Auditor

Garbutt & Elliott Audit Limited has indicated its willingness to be re-appointed at the annual general meeting.

Small Company Rules

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. It was approved by the Board of Trustees on 18/10/2021 and signed on its behalf by:

Linda Grant
Chair of Trustees

Leeds Mind

Independent Auditor's Report to the Members of Leeds Mind

Opinion

We have audited the financial statements of Leeds Mind for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the cash flow statement 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 UK Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (UK Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

Independent Auditor's Report to the Members of Leeds Mind

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' report (incorporating the strategic report and the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the strategic report and the Directors' 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 Charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

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

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the trustees/directors and other management, and from inspection of the charitable company's regulatory and legal correspondence. We discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance during the audit.

Independent Auditor's Report to the Members of Leeds Mind

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies and charities legislation), pensions legislation, taxation legislation and further laws and regulations that could indirectly affect the financial statements, comprising data protection, health and safety, safeguarding and employment legislation, and, in the current climate, Covid regulations. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. These procedures did not identify any potentially material actual or suspected non-compliance.

To identify risks of material misstatement due to fraud we considered the opportunities and incentives and pressures that may exist within the charitable company to commit fraud. Our risk assessment procedures included: enquiry of trustees and other management to understand the high level policies and procedures in place to prevent and detect fraud, reading Board minutes and considering performance targets and incentive schemes in place for management. We communicated identified fraud risks throughout our team and remained alert to any indications of fraud during the audit.

As a result of these procedures we identified the greatest potential for fraud in the following areas:

- income recognition and in particular the risk that income is recognised in the wrong reporting period; and
- subjective accounting estimates.

Both fraud risks arise due to a potential desire to present the financial statements in a differing light.

As required by auditing standards we also identified and addressed the risk of management override of controls.

We performed the following procedures to address the risks of fraud identified:

- identifying and testing high risk journal entries through vouching the entries to supporting documentation;
- assessing significant accounting estimates for bias; and
- testing the recognition of income and in particular that it was appropriately recognised or deferred.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Leeds Mind

Independent Auditor's Report to the Members of Leeds Mind

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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Garbutt & Elliott Audit Ltd.

18/10/2021

Alan Sidebottom
Senior Statutory Auditor

For and on behalf of Garbutt & Elliott Audit Limited
Statutory Auditor

33 Park Place
Leeds
LS1 2RY

Leeds Mind

Statement of Financial Activities (including Income and Expenditure Account) for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Income from:							
Donations and legacies	**2**	257,325	300,876	558,201	424,782	115,456	540,238
Charitable activities	**3**	2,242,809	38,331	2,281,140	2,252,606	-	2,252,606
Other trading activities	**4**	8,315	-	8,315	37,468	-	37,468
Investment income – bank interest		2,064	-	2,064	11,012	-	11,012
Total income		2,510,513	339,207	2,849,720	2,725,868	115,456	2,841,324
Expenditure on:							
Fundraising	**5**	105,161	-	105,161	118,555	-	118,555
Charitable activities	**6**	2,385,061	353,047	2,738,108	2,714,830	145,323	2,860,153
Total expenditure		2,490,222	353,047	2,843,269	2,833,385	145,323	2,978,708
Net income/(expenditure) for the year before other recognised gains/(losses)	**8**	20,291	(13,840)	6,451	(107,517)	(29,867)	(137,384)
Realised and unrealised gains / (losses) on investments	**12**	73	-	73	(209)	-	(209)
Net movement in funds		20,364	(13,840)	6,524	(107,726)	(29,867)	(137,593)
Total funds brought forward	**15**	1,222,109	68,710	1,290,819	1,329,835	98,577	1,428,412
Total funds carried forward	**15**	1,242,473	54,870	1,297,343	1,222,109	68,710	1,290,819

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 17 to 31 form part of these financial statements.

Leeds Mind

Balance Sheet as at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible assets	**10**		399,470		433,791
Current Assets					
Debtors and prepayments	**11**	424,204		321,647	
Investments	**12**	294		221	
Cash at bank and in hand		851,671		868,445	
		1,276,169		1,190,313	
Creditors					
Amounts falling due within one year	**13**	(378,296)		(333,285)	
Net Current Assets			897,873		857,028
Net Assets			1,297,343		1,290,819
Funds					
Restricted funds	**15**		54,870		68,710
Unrestricted funds:					
Designated funds	**15**	599,470		633,791	
General funds	**15**	643,003		588,318	
Total unrestricted funds		1,242,473			1,222,109
Total Funds			1,297,343		1,290,819

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and were approved by the Board on 18/10/2021 and signed on its behalf.

Linda Grant
Chair of Trustees

The notes on pages 17 to 31 form part of these financial statements.

Company registration number: 02193270

Leeds Mind

Statement of Cash Flows for the Year Ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash (used in) / provided by operating activities	**21**	(18,838)	(319,276)
Cash flows from investing activities			
Dividends and interest from investments		2,064	11,012
Net cash (used in) / provided by investing activities		2,064	11,012
Change in cash and cash equivalents in the year		(16,774)	(308,264)
Cash and cash equivalents at the beginning of the year		868,445	1,176,709
Cash and cash equivalents at the end of the year		851,671	868,445

Leeds Mind

Notes to the Financial Statements for the year ended 31 March 2021

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company Information

Leeds Mind is a Company Limited by Guarantee and is also a registered charity. The registered office is Clarence House, 11 Clarence Road, Horsforth, Leeds, LS18 4LB.

Each member of the company has undertaken to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of it being wound up while he or she is a member, or within one year after he or she ceases to be a member.

Basis of preparation of the financial statements

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Charities Act 2011.

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees have prepared financial projections that are being regularly revised to take into account the current economic climate, particularly in respect of the ongoing uncertain situation arising from Covid-19 and its potential impact on the sources of income and planned expenditure. When considered alongside cash reserves and contingency plans established to manage cash flows in the event that income streams are reduced, these projections demonstrate that the Trustees have a reasonable expectation that adequate financial resources are available to enable the charity to continue in operational existence for the foreseeable future, and not less than 12 months from the date of approval of the financial statements. Consequently the financial statements have been prepared on the basis that the charity is a going concern.

Income

Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accruals basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

1. Accounting Policies (continued)

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 7.

Staff costs

The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

Fund accounting

Funds held by the charity are either:

General funds – are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

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, together with a fair allocation of management and support costs.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

Financial instruments

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

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 held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

1. Accounting Policies (continued)

Debtors

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

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

Creditors, loans and provisions

Creditors, loans 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, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

Pension costs

The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

Operating leases

Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight line basis over the lease term.

Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Allocation of Support Costs
Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

2. Donations and Legacies

	Unrestricted funds £	Restricted funds £	2021 Total £	Unrestricted funds £	Restricted funds £	2020 Total £
Donations	222,946	-	222,946	424,782	-	424,782
National Mind	-	114,800	114,800	-	17,461	17,461
BLC Horizons Grant	-	10,000	10,000	-	8,750	8,750
Big Lottery Fund: Outdoors Active & Well	-	8,750	8,750	-	26,974	26,974
Leeds Community Foundation Men'd	-	-	-	-	12,494	12,494
LCC Small business COVID Grant	-	18,000	18,000	-	-	-
Co-op	-	8,144	8,144	-	-	-
Health Education England	-	17,425	17,425			
The Julia and Hans Rausing Trust	-	54,970	54,970	-	-	-
Leeds Older People's Forum – Time to Shine Befriending	-	50,777	50,777	-	49,777	49,777
Coronavirus Job retention Scheme	34,379	-	34,379	-	-	-
Various small trust grants for housing support	-	18,010	18,010	-	-	-
	257,325	300,876	558,201	424,782	115,456	540,238

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

3. Income from Charitable Activities

	Unrestricted funds £	Restricted funds £	2021 Total £	Unrestricted funds £	Restricted funds £	2020 Total £
Sale of art materials and artwork	198	-	198	10,997	-	10,997
Craft Café income	14	-	14	33,707	-	33,707
LCC Adult Social Care	405,526	-	405,526	366,105	-	366,105
Leeds CCGs	1,532,164	-	1,532,164	1,534,746	-	1,534,756
LYPFT	159,949	-	159,949	163,013	-	163,013
Bradford District Care Trust	8,000	-	8,000	-	-	-
Training	29,700	-	29,700	120,968	-	120,968
Consultancy	-	-	-	3,484	-	3,484
Counselling and other client income	22,702	-	22,702	18,795	-	18,795
Housing benefit and rental income	-	-	-	498	-	498
NHS Health England	43,278	-	43,278	-	-	-
North Yorkshire Hospice Care	35,184	-	35,184	-	-	-
Peer Support	-	34,731	34,731	-	-	-
Other Income	6,094	3,600	9,694	293	-	293
	2,242,809	38,331	2,281,140	2,252,606	-	2,252,606

During the prior year, the charity acted as administrator of the LCC Drop-in and Outreach funded by LCC Adult Social Care for city-wide projects. The charity was then responsible for paying out the amounts awarded to the individual projects. As the charity had no discretion as to whom the amounts received were paid to and the activity was not discretionary grant making, a detailed analysis has not been considered necessary.

4. Other Trading Activities

	Unrestricted funds £	Restricted funds £	2021 Total £	Unrestricted funds £	Restricted funds £	2020 Total £
Fundraising events income	1,459	-	1,459	11,458	-	11,458
Room hire	(1,116)	-	(1,116)	18,545	-	18,545
Shop income	7,971	-	7,971	7,465	-	7,465
	8,315	-	8,315	37,468	-	37,468

5. Fundraising

	Unrestricted funds £	Restricted funds £	2021 Total £	Unrestricted funds £	Restricted funds £	2020 Total £
Staff Costs **(Note 9)**	105,161	-	105,161	118,555	-	118,555

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

6. Expenditure on Charitable Activities

For the year ended 31 March 2021	Basis of allocation	Peer Support £	Wellbeing £	Employment £	Social Prescribing £	Total 2021 £
Costs directly allocated to activities:						
Staff and agency staff costs		363,598	450,378	732,079	211,436	1,757,491
Total staff costs		363,598	450,378	732,079	211,436	1,757,491
Staff travel, training and other costs	Direct	5,052	7,922	11,758	901	25,633
Sub-contractor costs	Direct	-	63,270	72,850	-	136,120
Volunteer expenses	Direct	105	-	14	-	119
Special events	Direct	315	7,596	10,141	-	18,052
Client activities	Direct	3,282	1,811	925	-	6,018
Building costs	Direct	-	6,910	37	-	6,947
Rent, rates and utilities	Direct	-	(579)	-	-	(579)
IT costs	Direct	6,662	6,606	24,190	19,454	56,912
Office costs	Direct	24	2,266	7,666	-	9,956
Support costs **(Note 7)**	Income	129,220	176,267	314,970	100,982	721,439
		508,258	722,447	1,174,630	332,773	2,738,108

For the year ended 31 March 2020	Basis of allocation	Wellbeing £	Employment £	Social Prescribing £	Total 2020 £
Costs directly allocated to activities:					
Staff and agency staff costs		713,352	733,388	192,457	1,639,197
Total staff costs		713,352	733,388	192,457	1,639,197
Staff travel, training and other costs	Direct	25,131	27,614	6,472	59,217
Sub-contractor costs	Direct	39,140	72,850	84,239	196,229
Volunteer expenses	Direct	6,545	1,421	315	8,281
Special events	Direct	14,100	1,138	746	15,984
Client activities	Direct	20,814	6,217	420	27,451
Building costs	Direct	11,059	10,978	288	22,325
Rent, rates and utilities	Direct	229	411	5,446	6,086
IT costs	Direct	13,218	13,278	11,741	38,237
Office costs	Direct	15,120	22,093	5,440	42,653
Support costs **(Note 7)**	Income	286,659	393,794	124,040	804,493
		1,145,367	1,283,182	431,604	2,860,153

Peer Support for 2020 has been included within the Wellbeing Charitable Activities analysis.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

7. Analysis of Governance and Support Costs

For the year ended 31 March 2021	Basis of allocation	General support £	Governance £	Total 2021 £
Costs directly allocated to activities:				
Staff and agency staff costs **(Note 9)**	Income	403,284	20,809	424,093
Staff costs other	Income	13,099	-	13,099
Volunteer costs	Income	-	-	-
General office and admin costs	Income	60,332	-	60,332
Building and maintenance costs	Income	42,144	-	42,144
Rent, rates and utilities	Income	48,799	-	48,799
IT costs	Income	78,834	-	78,834
Legal and professional fees	Income	-	19,817	19,817
Depreciation	Direct	34,321	-	34,321
		680,813	40,626	721,439

For the year ended 31 March 2020	Basis of allocation	General support £	Governance £	Total 2020 £
Costs directly allocated to activities:				
Staff and agency staff costs **(Note 9)**	Income	408,537	20,455	428,992
Staff costs other	Income	35,648	-	35,648
Volunteer costs	Income	1,289	-	1,289
General office and admin costs	Income	92,830	-	92,830
Building and maintenance costs	Income	42,828	-	42,828
Rent, rates and utilities	Income	58,112	-	58,112
IT costs	Income	78,134	-	78,134
Legal and professional fees	Income	-	32,339	32,339
Depreciation	Direct	34,321	-	34,321
		751,699	52,794	804,493

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

8. Net Income/(Expenditure) for the Year

This is stated after charging:	2021 £	2020 £
Auditor's remuneration:		
Audit fees	5,850	5,150
Financial Statements preparation	1,000	900
Depreciation of tangible fixed assets	34,321	34,321

9. Information Regarding Employees and Trustees

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

	2021 Number	2020 Number
Wellbeing	36	27
Employment services	29	30
General support / central services	16	16
Social Prescribing	9	4
Peer Support	11	18
	101	95

Staff costs during the year were as follows:	2021 £	2020 £
Wages and salaries	1,967,501	1,808,328
Employer's NI	156,762	146,478
Pension costs	155,151	153,629
Temporary staff	7,331	78,309
	2,286,745	2,186,744

No employee earned £60,000 or more during the year (2020: none).

None of the Trustees received remuneration for their services during the year (2020: none).

No Trustees were reimbursed expenses during the year (2020: £nil).

Wages and salaries include £nil (2020: £1,872) in respect of redundancy payments.

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Finance Manager, the Human Resources Manager and the Business Development Director. The total employee benefits of the key management personnel of the charity were £237,991 (2020: £230,091).

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

10. Tangible Fixed Assets

	Freehold land and buildings	Fixtures, fittings and equipment	Total
	£	£	£
Cost			
At 1 April 2020 & 31 March 2021	1,143,782	136,867	1,280,649
Depreciation			
At 1 April 2020	727,156	119,702	846,858
Charge for the year	17,156	17,165	34,321
At 31 March 2021	744,312	136,867	881,179
Net book value			
At 31 March 2021	399,470	-	399,470
At 31 March 2020	416,626	17,165	433,791

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

11. Debtors

	2021 £	2020 £
Trade debtors	415,852	301,580
Prepayments and accrued income	8,352	20,067
	424,204	321,647

12. Investments

	2021 £	2020 £
Listed investments		
Market value at 1 April 2020	221	430
Unrealised gain / (loss) on investments	73	(209)
Market value at 31 March 2021	294	221

13. Creditors: Amounts Falling Due Within One Year

	2021 £	2020 £
Trade creditors	19,727	33,696
Payroll liabilities	46,737	47,337
Accruals and other creditors	57,795	25,904
Deferred income **(Note 14)**	254,037	226,348
	378,296	333,285

14. Deferred Income

	2021 £	2020 £
At 1 April 2020	226,348	132,434
Amount released to income	(117,021)	(111,266)
Amount deferred in the year	144,710	205,180
At 31 March 2021	254,037	226,348

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

15. Movement in Funds

As at 31 March 2021	Balance at 1 April 2020 £	Income £	Expenditure £	Gains £	Balance at 31 March 2021 £
Restricted funds					
National Mind Grants	17,461	114,800	(121,500)	-	10,761
National Lottery Loneliness Fund	-	10,000	(10,000)	-	-
BLC Horizons Grant	5,778	8,750	(8,750)	-	5,778
LCC – Small business COVID grant	-	18,000	(18,000)	-	-
Leeds Community Foundation: Men'd Suicide Prevention Service	12,494	-	(12,494)	-	-
Co-op	-	8,144	(8,144)	-	-
The Julia and Hans Rausing Trust	-	54,970	(54,970)	-	-
NHS Health Education England	-	17,425	(17,425)	-	-
Peer Support	-	34,731	-	-	34,731
Various small grants	-	21,610	(18,010)	-	3,600
Leeds Older People's Forum: Time to shine befriending	32,977	50,777	(83,754)	-	-
Total restricted funds	68,710	339,207	(353,047)	-	54,870
Unrestricted funds					
Designated					
Designated - Freehold land and buildings	416,626	-	(17,156)	-	399,470
Capital IT Infrastructure	17,165	-	(17,165)	-	-
Designated - Inward investment	200,000	-	-	-	200,000
Total designated	633,791	-	(34,321)	-	599,470
General	588,318	2,510,513	(2,455,901)	73	643,003
Total unrestricted funds	1,222,109	2,510,513	(2,490,222)	73	1,242,473
Total funds	1,290,819	2,849,720	(2,843,269)	73	1,297,343

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

15. Movement in Funds (continued)

As at 31 March 2020	Balance at 1 April 2019 £	Income £	Expenditure £	Losses £	Balance at 31 March 2020 £
Restricted funds					
National Mind Grants	32,645	17,461	(32,645)	-	17,461
Leeds Community Foundation Ideas that Change Lives Grant	5,062	-	(5,062)	-	-
BLC Horizons Grant	5,028	8,750	(8,000)	-	5,778
Big Lottery Fund: Outdoors Active & Well	2,936	26,974	(29,910)	-	-
Leeds Community Foundation: Men's Suicide Prevention Service	12,464	12,494	(12,464)	-	12,494
LCC – Drop-in and outreach	11,246	-	(11,246)	-	-
Leeds Older People's Forum: Time to shine befriending	29,196	49,777	(45,996)	-	32,977
Total restricted funds	98,577	115,456	(145,323)	-	68,710
Unrestricted funds					
Designated					
Designated - Freehold land and buildings	433,782	-	(17,156)	-	416,626
Capital IT Infrastructure	34,330	-	(17,165)	-	17,165
Designated - Inward investment	200,000	-	-	-	200,000
Total designated	668,112	-	(34,321)	-	633,791
General	661,723	2,725,868	(2,799,064)	(209)	588,318
Total unrestricted funds	1,329,835	2,725,868	(2,833,385)	(209)	1,222,109
Total funds	1,428,412	2,841,324	(2,978,708)	(209)	1,290,819

Purpose of restricted funds

Mind:

- Next steps – providing ongoing job retention support to clients to help sustain employment.
- BBS family worker - to provide postvention support to family groups in Leeds who have been bereaved by suicide, thereby preventing further suicides.
- Blue Light – to develop support / training for members of the emergency services.
- Side by Side – for one to one support and coaching to support the development of peer support within the community.

Leeds Community Foundation – Youth social action and ideas that change lives: Funds towards developing the Inkwell café.

BLC Horizons grant - to develop and deliver peer support skills groups for people experiencing or at risk of hardship crisis, working in partnership with Better Leeds Communities (providing 1:1 advice) and Age UK (providing 1:1 advocacy).

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

15. Movement in Funds (continued)

Purpose of restricted funds (continued)

LCC – Small business COVID grant - Businesses in Leeds were given helping hand as the city aims to build back stronger than ever from the economic effects of the COVID-19 pandemic. Funds to cover Inkwell cost.

The Julia and Hans Rausing Trust – The grant is for core costs and overheads of Leeds Mind and cannot be used for any other purpose without prior consent of The Trust.

Co-op - From Co-op Foundation to help young people support each other during bereavement, will use the funding for Leeds Bereaved by Suicide service, expect to support young people throughout the project.

NHS Health Education England – To fund Peer Support Worker and Supervisor Trailblazer 5 x Peer Support Worker grants at £3,485 per peer support worker = £17,425

Peer Support - CCG have confirmed they are happy for all of the Converge funds to be used to support the peer support delivery.

BLF – Outdoors active and well - to develop and deliver peer support skills groups with a focus on employability and mental health, for people who have accessed environmental groups through TCV and Hyde Park Source.

Leeds Community Foundation – Men's Suicide Prevention Services: The project aims to support men who are isolated and at increased risk of suicide.

LCC Drop in and outreach – these funds are administered by Leeds Mind and funded by Leeds City Council for city-wide projects. Payments made out of these funds are subject to approval by an allocations committee.

Leeds Older People's Forum – Time to Shine Befriending: for the delivery of a social support and befriending service for people aged 50+ who are experiencing mental health difficulties and high levels of social isolation.

Purpose of designated funds

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The inward investment designated fund of £200,000 was created by the Trustees to fund pilot projects or to continue projects where a gap in funding occurs.

The capital IT infrastructure fund represents the net book value of IT equipment.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

16. Analysis of Net Assets by Fund

As at 31 March 2021	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	54,870	54,870
Unrestricted funds			
General	-	643,003	643,003
Designated	399,470	200,000	599,470
	399,470	897,873	1,297,343

As at 31 March 2020	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	68,710	68,710
Unrestricted funds			
General	-	588,318	588,318
Designated	433,791	200,000	633,791
	433,791	857,028	1,290,819

17. Commitments

As at 31 March 2021 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings		Office equipment		Motor vehicles	
	2021 £	2020 £	2021 £	2020 £	2021 £	2020 £
Expiry date:						
Within one year	28,000	32,000	8,904	11,508	986	2,957
Between one and five years	10,667	10,667	13,387	19,547	-	986
	38,667	42,667	22,291	31,055	986	3,943

18. Taxation

Leeds Mind is a registered charity and as such is a charity within the meaning of schedule 6 of the Finance Act 2010. Accordingly, it is potentially entitled to tax exemption under part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 in respect of income and gains arising.

Notes to the Financial Statements for the year ended 31 March 2021 (continued)

19. Related Party Transactions

During the year the Charity was involved in a partnership with Leeds Survivor-Led Crisis Service, a charity in which Helen Kemp, the Chief Executive of Leeds Mind, is a Trustee. Payments for services provided as part of this partnership totalled £40,893 (2020: £33,762) during the year.

Helen Kemp is a Trustee of Phoenix Health & Wellbeing, a charity. Various payments to Phoenix Health & Wellbeing for room hire and services totalled £4,045 (2020: £2,601).

Helen Kemp is a Trustee of Mind Matters (Trading Activities) Ltd. In March 2019 Leeds Mind entered into an agreement with Mind Matters (Trading Activities) Ltd to contribute a third of the set up costs of a charity shop, with current year costs totalling £nil (2020: £14,610). Additionally in the year ended 31 March 2021, £7,971 has been recognised as income from Mind Matters (2020: £7,465).

Helen Kemp is a director of Volition Leeds. During the year, income was received from Volition Leeds totalling £nil (2020: £60).

Ed Bellamy is a Trustee of Leeds Mind and a paid staff member of Egton, which is a trading division of Egton Medical Information Systems Ltd. Egton provided Leeds Mind with IT services worth £18,676 (2020: £18,004).

Rebecca Lasseko is a director of BCC Leeds Training. During the year, payments were made to BCC Leeds Training totalling £234 (2020: £1,963).

20. Pension Costs

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £155,151 (2020: £153,629). At the year end £12,969 (2020: 12,491) was outstanding.

21. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	2021 £	2020 £
Net movement in funds	6,524	(137,593)
Depreciation charges	34,321	34,321
(Gains) / Losses on investments	(73)	209
Investment income	(2,064)	(11,012)
Decrease / (Increase) in debtors	(102,557)	(241,321)
Increase / (Decrease) in creditors	45,011	36,120
	(18,838)	(319,276)

Analysis of changes in net funds

	At 31 March 2020 £	Cash flow £	At 31 March 2021 £
Cash at bank and in hand	868,445	16,774	851,671

The charity had no debt in the year.

Leeds Mind accounts

Final Audit Report 2021-10-18

Created:	2021-10-14
By:	Jessica Lawrence (jlawrence@garbutt-elliott.co.uk)
Status:	Signed
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