

YORKSHIRE MESMAC

England & Wales · Charity number 1040407

Details

Status	Registered
Legal form	Charitable company
Company number	02958336
Registered	1994-08-24
Register	View on the Charity Commission register

Contact

Address	Yorkshire MESMAC 22-23 Blayds Yard Leeds LS1 4AD
Phone	01132444209
Email	admin@mesmac.co.uk
Website	www.mesmac.co.uk

Activities

Objects: TO PRESERVE AND PROTECT HEALTH, PHYSICAL AND MENTAL AND IN PARTICULAR GOOD SEXUAL HEALTH FOR THE BENEFIT OF THE COMMUNITY IN GENERAL WITH AN EMPHASIS ON THOSE COMMUNITIES THAT SHOULDER THE HIGHEST BURDEN OF POOR HEALTH, INCLUDING BUT NOT LIMITED TO; MEN WHO HAVE SEX WITH MEN, LGBT+ YOUNG PEOPLE AND ADULTS, WOMEN, PEOPLE OF COLOUR AND OTHER PEOPLE MARGINALISED BECAUSE OF THEIR RACE, ETHNICITY OR NATIONALITY, PEOPLE USING DRUGS AND SEX WORKERS. TO SUPPORT AND DEVELOP STRONG COMMUNITIES WHICH CREATE THE ENVIRONMENT FOR BETTER HEALTH OUTCOMES AND THE REDUCTION OF HEALTH INEQUALITIES.

Activities: Yorkshire MESMAC is a health organisation providing sexual and mental health promotion and support for most at risk populations and those living with HIV. We also work with LGBT communities around related health and social inequalities.

Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** YORKSHIRE
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,464,904	£1,402,719	£2,557,876	33
2024-03-31	£1,449,784	£1,413,273	£2,522,263	34
2023-03-31	£1,462,109	£1,437,423	£2,300,489	33
2022-03-31	£1,505,411	£1,488,083	£2,284,044	40
2021-03-31	£1,842,209	£1,544,957	£2,137,720	52

Trustees

Name	Role	Appointed
STEPHEN CRAIG BRIDGE	Chair	2013-01-15
Adam Paver-Merrison		2021-02-16
Andrew Howard Goodchild		2026-03-18
COLIN LEA		
Christopher Lee Kelly		2020-08-18
KENNETH LEIGH		2018-02-20
Kirsten Fiona Foster		2020-08-18
Michael James Eakins		2021-02-16
Richard Eli Holder		2021-02-16

Accounts

Company number: 2958336

Charity Number: 1040407

Yorkshire MESMAC

Group report and financial statements

For the year ended 31 March 2025

Yorkshire MESMAC
Reference and administrative information
for the year ended 31 March 2025

Company number 2958336

Charity number 1040407

Registered office and operational address 22/23 Blayds Yard
Leeds LS1 4AD

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

Stephen Bridge	Chair
Kenneth Leigh	Chair HR Committee
Susan Pascoe	Treasurer & Chair Finance & Business Development Committee
Penny Brown	Vice Chair resigned July 2024
Kirsten Foster	
Colin Lea	
Adam Best	Chair Governance Committee
Chris Kelly	
Adam Paver-Merrison	
Richard Holder	
Mike Eakins	

Company secretary Samantha Worrell

Key management personnel Tom Doyle Chief Executive
Ellen Hill Operations Manager – HR
Penny Brown Operations Manager (Special Projects) – from August 2024

Auditors Slade & Cooper Limited
Beehive Mill, Jersey St., Ancoats, Manchester, M4 6JG

Bankers Virgin Money
94 – 96 Briggate, Leeds, LS1 6NP

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2025

A Message from the Chair of Trustees

In a time of unprecedented challenge for both the voluntary sector and the communities we serve, this annual report is more than a record of activities; it is a powerful testament to the courage, resilience, and unwavering hope that defines Yorkshire MESMAC.

Over the past year, we have witnessed the profound impact of what happens when we choose to listen—truly listen—to those who are too often unheard. Our teams have not simply delivered services; they have built bridges. They have walked alongside individuals in their most vulnerable moments, not as distant experts, but as trusted partners and allies. They have met people in nightclubs and hostels, in schools and saunas, on digital platforms and at Pride parades, ensuring that support is not a privilege but a right, accessible to all.

The pages that follow are filled with stories of transformative change. They detail how, through deep collaboration and a relentless focus on equity, we have dismantled barriers to healthcare, championed mental wellbeing, and empowered communities to become the architects of their own health. From the ground-breaking systemic partnership of Healthy Communities Together to the life-saving, life-affirming work of our frontline services across Bradford, Hull, Leeds, and Rotherham, our collective achievements are a resounding answer to a critical question: how do we build a healthier, more just society?

The answer, we believe, lies in community itself. It is found in the power of lived experience to reshape policy, in the strength of a peer support group, and in the bravery of a survivor sharing their story to protect others. This report is a celebration of that collective power. It is proof that when we centre the voices of the marginalised, we do not just change individual lives—we change systems. We change culture. We change the future.

Thank you to our dedicated staff, volunteers, partners, and funders. Your commitment is the engine of this change. And to our service users: your trust is our greatest responsibility and your courage is our constant inspiration.

Together, we are building a world where everyone, without exception, can thrive.

With hope and determination,

Stephen Bridge

Chair of the Board of Trustees - Yorkshire MESMAC

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Board of Trustees' annual report
for the year ended 31 March 2025

The trustees present their report and the audited financial statements for the year ended 31st March 2025. Included within the trustees' report is the directors' report as required by company law.

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

Charitable Objectives

Yorkshire MESMAC's charitable objectives are.

To preserve and protect health, physical and mental and in particular, good sexual health for the benefit of the community in general with an emphasis on those communities that shoulder the highest burden of poor health, including but not limited to; men who have sex with men, LGBT+ young people and adults, women, people of colour and other people marginalised because of their race, ethnicity or nationality, people using drugs and sex workers. To support and develop strong communities which create the environment for better health outcomes and the reduction of health inequalities.

We believe in fostering resilient, empowered communities as the foundation for better health outcomes and reducing disparities. Through advocacy, support, and education, we strive to create an inclusive society where everyone can thrive.

These objectives reflect both our current work and our vision for a healthier, more equitable future.

Activities

Our efforts are structured across three interconnected workstreams:

1. **Sexual Health** – Promoting safe, informed, and stigma-free sexual health practices.
2. **Mental Health** – Supporting emotional and psychological wellbeing, particularly for marginalised groups.
3. **Community Development** – Strengthening communities to drive sustainable health improvements.

These areas are not isolated; they intersect dynamically, each informing and enhancing the others to deliver holistic, impactful support and results.

SEXUAL HEALTH

This year, across our patch we carried out;

9,034 STI screens

564 pregnancy tests.

Distributed;

232,350 condoms

164,141 lubricants

Engaged with 45,223 people in physical outreach settings.

Trained 784 professional during 64 training opportunities.

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Introduction

Throughout 2024-2025, MESMAC's Sexual Health Services have reaffirmed its role as a vital, community-led force for equity in sexual health. With an unwavering commitment to accessibility and cultural relevance, our team engaged the county's most underserved and most at-risk communities through targeted outreach, education, and testing. We focused our efforts on Gay Bisexual and other men who have sex with men (GBMSM), the broader LGBTQ+ community, Black African populations, and other ethnic minority groups, Young people, people living with HIV and sex workers —communities often marginalised by mainstream healthcare.

Every layer of our service was shaped by a shared commitment to equity, partnership, and the invaluable perspective of lived experience. By meeting people where they are, both physically and culturally, MESMAC played a critical role in dismantling barriers and reducing stark inequalities in sexual health knowledge, screening, and support.

As the year closes, the foundations built through trust, collaboration, and shared purpose will carry forward into new initiatives, ensuring that sexual health remains a right accessible to all, regardless of background or circumstance

Key Development - Sexual Health

Across our sexual health services we have seen an added focus on the access needs of women

We have delivered a ground-breaking series of events and resources with and by minoritised women exploring barriers to accessing PrEP and have developed with system designers and decision makers solutions to these barriers. By involving minoritised women as co-creators, our work ensures that solutions are rooted in lived experiences and cultural contexts, making them more effective and sustainable.

Engaging policymakers and system designers helps move beyond individual behaviour change to address structural barriers (e.g., stigma, healthcare access, cost, provider bias). By employing an intersectional approach that recognises how race, gender, class, and other identities shape barriers to PrEP access we have helped develop equitable interventions that improve access.

BRADFORD

In 2024/25, Bradford Service surpassed most Key Performance Indicator (KPI) targets across core prevention services, including sexual health awareness for at-risk populations, expanded HIV/STI testing opportunities, and peer support programs. Despite the loss of a key team member, we successfully recruited a replacement who made significant contributions to our initiatives. Outreach efforts—both online and in-person—achieved higher engagement rates compared to the previous year. In the final quarter, we introduced self-activated testing kits (SH24) for chlamydia and gonorrhoea, further broadening access to our services for the people of Bradford.

Outreach Programs

Our team engaged with diverse communities through:

Pride events in Bradford, Keighley, and Ilkley, focusing on GBMSM (Gay Bisexual and other men who have sex with men).

Collaborations with Black African communities, faith groups, and refugee organizations e.g., BIASAN, Bradford Refugee Forum.

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Visits to colleges, LGBTQ+ venues, and digital outreach via Adult Works, Grindr, and WhatsApp.

Workshops

The Bradford team delivered 32 workshops tailored to:

People Living with HIV (PLWH): Topics included self-management, community participation, and holistic well-being.

Young LGBTQ+ individuals: Sessions covered sexual health, substance use, mental health, and capacity-building.

Professional Training

Delivered basic HIV/LGBTQ+ awareness training to professionals in social care and health sectors, with all participants reporting improved knowledge post-training

STI & HIV Testing

Our services expanded to include rapid HIV/syphilis tests (POCT) at outreach venues, offices, and events (e.g., Pride,). The offer of SH24 chlamydia and gonorrhoea self-test kits has improved access and opportunities for testing with earlier results showing a high incidence of positive results.

Monthly drop-in clinics in partnership with Locala Sexual Health are proving to be really popular and successful at attracting those who have not attended traditional clinical services.

Partnerships

The Team have collaborated with, services and attended events across the district to ensure that people particularly the most marginalised have access to high quality sexual health services. these include:

Locala Sexual Health, Bevan Healthcare Trust, HALE, Refugee Action, and Bradford City of Sanctuary.

Cultural events (e.g., Bradford African Festival of Arts) and academic institutions (colleges/universities).

In conclusion our Bradford service remains committed to centering the voices of our service users in program design and delivery. Feedback from communities and providers highlights our success in fostering positive attitudinal shifts toward sexual health and inclusivity. Moving forward, we will build on these achievements to further innovate and expand our reach.

HULL

Improving access for women

We have significantly strengthened our partnerships in Hull to better support the women we work with, ensuring they receive comprehensive care. A standout collaboration has been with ReNew, a drug and alcohol service, where we conduct joint visits. This approach allows women to access multiple support services in a single session, reducing barriers to care.

Case Study:

For a high-needs woman residing at Alexandra Road Women's Provision, we coordinated STI treatment in our MESMAC office with a CHCP Outreach Nurse, eliminating the unrealistic expectation of her attending a clinic. By working alongside her ReNew key worker—someone she trusts—we ensured she received the care she needed. Without this collaboration, she would not have sought treatment.

Recognising the growing use of a hostel to house women, particularly those engaged in sex work, we established a regular drop-in service. To accommodate the chaotic nature of residents' lives, we also introduced opportunistic testing, allowing staff to request our assistance anytime.

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During our first testing session at The Crossings, we identified a Hep C reactive result in a woman who attended the drop-in. She was promptly referred to the Hep C team and is now receiving treatment.

Women's Health Events in HU7 and HU4

We participated in two highly attended health events at the Alfred Marshall Centre (HU7) and Lonsdale Community Centre (HU4). These events fostered meaningful conversations, high engagement with our 'Condom Pick-Mix,' and testing services.

Case Study:

At the Alfred Marshall Centre, a woman in her late 40s sought testing after discovering her partner had been having sex with others people. During the session, it became clear she was in a coercive relationship. We provided a full sexual health screen and referred her to DAP (Domestic Abuse Partnership) for further support.

HIV Support Group Success

Our monthly HIV support group has been transformative for participants. Two service users have since moved on to new chapters in their lives, both becoming volunteers and contributing their skills to the group.

"The support I received was amazing. The facilitator went above and beyond, and the safe space allowed us to speak openly. If you're thinking of joining, go for it!" — S

"MESMAC provided me with invaluable support as an HIV-positive man in Hull. Volunteering here was a rewarding experience, and the team's dedication is unmatched."

BAME Community Engagement

Our work with Black and Minority Ethnic (BAME) communities continues to grow, with fortnightly drop-ins at Welcome House and Open Doors, and a new monthly session at Beverley Road Baths, which offers free swimming for refugees and asylum seekers.

Launched a successful LGBTQ+ Support Group for BAME communities, providing a judgment-free space for advice and services. Supported four University of Hull BAME students struggling with their sexuality, offering referrals to specialised services.

Partnered with Hull City Council's Refugee and Asylum Seeker Team to deliver FGM awareness training.

Case Study:

During an FGM awareness session, a young Somali woman disclosed her experience of FGM at age six. We connected her with Dr. Wokoma at Conifer, where she now receives clinical and emotional support.

Outreach to MSM Communities

Our sauna outreach remains a cornerstone of our work with men who have sex with men (MSM). Despite hesitancy around clinical services, we've successfully referred many for vaccines, PEPSE, and PrEP. Our conversations also address Chemsex, STI prevention, and condom use.

Swingers

The monthly drop-ins during the 'Swingers' event are highly popular, with service users lining up for testing. We've built strong trust within this community, evidenced by the consistent uptake of condoms, dental dams, and postal testing kits.

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Research Ready Communities Project

As a partner in the NIHR's Research Ready Communities Project, we're bridging gaps in LGBT+ engagement with health research. Our Community Champions have gathered vital feedback to improve inclusivity in health and social care research, fostering collaboration with Humber NHSTF.

In conclusion, the Hull service has demonstrably improved access by dissolving traditional service silos. Its model of deep partnership, flexible outreach, and the creation of safe, specialised spaces has directly led to earlier interventions, better health outcomes, and stronger, more resilient communities.

ROTHERHAM

Our Rotherham service delivered comprehensive sexual health services despite staffing challenges, achieving significant results through outreach testing, education, and community partnerships.

Staff continue to take service to where people are, working in partnership with Rotherham Sexual Health we have undertaken home visits to vulnerable women many of whom are working in the sex industry. From a standing start of zero the service has a regular sex worker client group of over 30, this adds weight to our assertion that if we develop services that are accessible, acceptable and appropriate people, will use them.

The team deliver HIV testing and STI screening in venues across the district as well as highly successful for drop-in and appointment services at our town centre building. They maintained a high profile at key events across the district including LGBT Pride and Rotherham show, as well as ensuring that National sexual health programmes are amplified locally.

Case Study

A member of staff from Early Help referred a 16-year-old young woman for sexual health sessions around healthy relationships and consent. After initially reaching out via text, the young person agreed to meet but only felt comfortable doing so at her school. The MESMAC worker contacted the school to organise and room and had the first 1-1. During this first session, sexual health and pregnancy testing was discussed due to symptoms and risk. The service user agreed to testing but the school would not allow testing at the property. The MESMAC staff arranged to meet with the service user at Maltby Stepping Stones for testing that week. On the second 1-1, the service user had a sexual health screen and a positive pregnancy test. The worker went through all of her options with her and the service user requested that she books in for termination. The MESMAC worker supported her with this initial call and then booked her in. The MESMAC worker suggested a follow up meeting to re-test due to time frames after her termination, and to check on welfare. The MESMAC worker sent a text after the young person's termination to check on her wellbeing and the young person requested that she get booked in to get the implant. This was booked by the MESMAC worker and the final 1-1 was done with a re-test. The young person said she felt supported in a difficult time, and has since contacted MESMAC for testing and brought a friend to test.

The service partners with over 28+ agencies (e.g., schools, housing associations, probation services). Providing free period products condoms and postal testing kits acting as distribution points across the district ensuring more people, especially women, have access in more places, at more times than ever before. To further develop this work, we plan to develop a series of training events for professional to become sexual health champions in their organisations.

A key focus in Rotherham are young people delivering training, support and resources to places of learning across Rotherham. The team has delivered consent STI and consent training to learners and support to staff in local schools and colleges. The team has also worked closely with and delivered services to youth groups across the district. In addition to real world delivery, Rotherham is a

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pathfinder site for our use of new media to engage with young people, their social media engagement has grown dramatically over the past year with the top TikTok video garnering in excess of 330K views.

The Rotherham service recruited, trained and supported 15 new volunteers to the service in this financial year. Their expertise, insight and time has been invaluable in developing our services.

In conclusion, the Rotherham service has demonstrated exceptional resilience and innovation, directly translating its client-focused approach into tangible health improvements for the community's most vulnerable members.

LEEDS

Over the course of 2024-2025, MESMAC Sexual Health Improvement Service in Leeds continued to deliver community-based sexual health interventions with a strong emphasis on accessibility, cultural relevance, and sustainability. Through outreach, education, and testing services, the team engaged diverse groups across the city, especially men who have sex with men (MSM), the wider LGBTQ+ community, Black African populations, and other ethnic minority groups. Despite staff shortages in the final quarter, the service-maintained momentum through creative engagement, collaborative working, and deep trust within the communities it supports.

The year was characterised by extensive venue-based outreach: reaching over 9000 people, targeted campaigns: delivering over 1000 tests, peer-led education: over 300 workshop attendees, and health promotion: distributing over 110,000 condoms and lubes across Leeds. A shared commitment to equity, partnership, and lived experience shaped every layer of our service delivery. By focusing on communities that are often underserved or structurally excluded from mainstream healthcare access, our service played a vital role in reducing inequalities in sexual health knowledge, screening, and support.

MSM and LGBTQ+

MESMAC in Leeds continued to be a visible, accessible, and trusted presence within LGBTQ+ social and community spaces, playing a key role in promoting HIV and STI prevention, safer sex practices, and access to PrEP. Central to this work were regular outreach testing clinics held in venues such as Viaduct Showbar, Queens Court, and Wharf Chambers. These spaces served as important entry points for engaging MSM, particularly those who may not engage with conventional healthcare providers. Outreach in nightlife venues was complemented by conversations, free condom distribution, self-testing kit access, and information about PrEP.

The team's longstanding presence in these venues helped create a low-barrier pathway to services, fostering familiarity and encouraging service users to engage without fear of judgement. MESMAC's Queer Clinic, held monthly at Wharf Chambers, offered an affirming space specifically for trans, non-binary, and queer people, and served as a critical touchpoint for those often underrepresented in broader sexual health initiatives. The clinic provided tailored health advice, screening, and holistic support in a culturally aware and safe environment.

In partnership with Leeds Student Medical Practice, the team also delivered testing sessions targeted at LGBTQ+ students, particularly during high-visibility periods such as Pride Month and Freshers Week. These sessions ensured continuity of care for students, many of whom may be navigating sexual health services for the first time, and enabled consistent signposting to PrEP services and ongoing testing support. Collaboration with LGBT social prescribers ensured that outreach was inclusive and well-publicised to reach those most at risk.

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Throughout the year, outreach extended into digital and Public Sex Environments (PSE), including through platforms such as Squirt and visits to locations like Armley Mills and Hungate Lane. Here, the team worked closely with local police and partner organisations to promote harm reduction, offer free and confidential testing, and respond to local concerns around community safety and wellbeing.

LGBTQ+ asylum seekers and refugees were another core focus, particularly through collaborations with community groups like African Rainbow Family and Angels of Freedom. The team attended regular events and drop-in sessions that brought together LGBTQ+ individuals from displaced or marginalised backgrounds, offering a combination of sexual health information, safer sex resources, and one-to-one conversations. These efforts acknowledged the intersecting experiences of sexual orientation, gender identity, and migration, and were tailored accordingly to be sensitive, empowering, and inclusive.

The year's activities also included strategic engagement with community networks and awareness campaigns. Leeds Pride was a major event for engagement, combining visible public presence with the distribution of sexual health materials and point of care testing. Participation in national and local forums, including LGBTQ+ health panels and community consultations, further ensured that insights from our frontline delivery fed into wider planning and coordination of support across Leeds city.

Black African, Faith and Ethnic Minority

An important area of focus this year was the expansion and deepening of our work within Black African communities, faith groups, and other ethnic minority populations. The approach combined outreach, education, peer-led sessions, and trusted partnerships to deliver sexual health promotion in culturally responsive ways.

One of the year's most notable achievements was the ongoing development of the PrEP for Women project, which aimed to improve awareness and access among women from African and other marginalised communities. The initiative trained 20 peer educators to lead community conversations about PrEP, safer sex, and STI prevention. These peer educators facilitated sessions in group settings, distributed materials, and supported referrals, acting as essential bridges between health information and community realities. The project also prioritised accessibility by beginning the translation of key resources into multiple languages to reach non-English-speaking populations more effectively.

Alongside this peer-driven work, the team delivered sessions to women's groups such as Rainbow Hearts, Meeting Point, and Rosebuds. These sessions tackled issues ranging from contraception and STI awareness to self-care and trauma, creating safe spaces for women affected by experiences such as forced migration, involuntary child removal, or domestic violence. By positioning sexual health within a broader conversation about wellbeing and dignity, these workshops empowered women to take control of their health and reconnect with relevant services. The work often led to on-the-spot testing, increased demand for screenings, and follow-up referrals to clinical care.

Partnerships were a central part of outreach to Black African and faith-based communities. Our team members participated in events such as the African & Caribbean Catholic Diocese faith gathering, Leeds African Fashion Show, and Nigerian community quarterly and end-of-year celebrations. These events provided opportunities not only for service visibility but also for building long-term relationships with community leaders and networks. Conversations around HIV stigma, PrEP, and healthy relationships were introduced in ways that respected cultural contexts while promoting accurate information and positive sexual health choices.

Monthly testing continued at PAFRAS, where asylum seekers and migrants accessed health advice, screenings, and condoms in a trusted setting. Additional support was extended through collaborative work with BEVAN Healthcare at asylum seeker accommodation sites, where "Introduction to Sexual Health" workshops were delivered in group formats. These workshops helped bridge access gaps and

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familiarised individuals with resources and services available to them. In Beeston, collaborations with African barbershops and restaurants opened new channels for safer sex messaging and community referrals.

Faith was recognised as both a powerful influence and a potential pathway to increased access. The team built respectful dialogue with faith leaders and engaged their support in outreach activities, helping to foster environments where conversations about HIV and STI prevention could happen more openly. This work acknowledged the trust that faith leaders hold and the importance of aligning health promotion with culturally resonant narratives.

In all of these activities, the emphasis was on long-term relationship-building, shared learning, and mutual trust. Rather than simply delivering information, the team worked alongside communities to create culturally safe spaces where individuals could ask questions, seek support, and build confidence in their health decisions.

In conclusion our Leeds' work in 2024-2025 reflects a deeply embedded, community-driven approach to sexual health. By fostering meaningful connections with LGBTQ+ populations, MSM, Black African communities, and ethnic minority groups, the service ensured that prevention, testing, and education remained accessible and relevant, even in the face of resource limitations.

At every level, the team's work demonstrated adaptability, partnership, and person-centered approach; meeting people in the places they live, gather, and find support. Whether through testing in a nightclub, a faith event, a student union, or a barbershop, the work was grounded in an understanding that health promotion is most powerful when it honours identity, culture, and community voice.

MENTAL HEALTH & WELLBEING SERVICES

The Mental Health and Wellbeing Coordinator has played a pivotal role in sustaining and expanding our mental health services this financial year. With previous allocated funds (2022/23 & 2023/24) nearly fully expended, efforts have focused on securing sustainable project-based funding for the role.

Team restructuring has been smoothly managed following the departure of the finance and admin worker previously assigned to the mental health team. New admin staff have efficiently taken on responsibilities, and the addition of a Peer Support Worker has strengthened service delivery, ensuring continuity and cohesion within the team.

In the latter half of the year, multiple funding bids were submitted, including an application to the National Lottery's *Reaching Communities* fund. If successful, this will expand our mental health provision to include counselling and peer support groups across all operational areas. Other pending proposals include:

- Therapeutic creative skills groups for LGBTQ+ people in Leeds and Bradford.
- A night-time wellbeing clinic in Leeds to support LGBTQ+ individuals accessing nightlife.

Counselling Services

Following the conclusion of the Leeds Community Fund contract last year, the Coordinator secured funding through the Mayor's Community Safety Fund, ensuring the continuation of counselling services in Leeds for 2024/25. Demand remains high, demonstrating the ongoing need within the community.

Key Highlights:

- Delivery remains primarily remote (Zoom/telephone), preferred by both service users and counsellors.

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- Integration with HIV prevention work in Bradford and Leeds, offering targeted support for people living with HIV and LGBTQ+ individuals experiencing mental health challenges.
- **122 service users** accessed our Bradford District Care Trust (BDCT)-funded counselling this year, with commissioners expressing strong satisfaction and acknowledging the importance of LGBTQ+ -specific services.

Wellbeing Support (Bradford)

Our co-counselling Wellbeing Support Sessions (weekly, 1.5hrs, online) and tailored workshops continue to foster peer support and community resilience. Feedback highlights high satisfaction and meaningful engagement, with attendees actively shaping session content.

Total sessions delivered: 54 Total attendances: 295 (avg. 5 per session)

Online Therapeutic Workshops (Bradford)

Designed around participant needs, workshops covered themes such as:

- Handling change
- Self-care during holidays
- LGBTQ+ history
- Family and relationships
- Workshops delivered: 11 Total attendances: 43 (avg. 4 per session)

Keep Your Head (HIV Mental Health Support)

Launched in November 2023, this initiative supports people living with HIV to remain engaged with care services. Peer support and focus groups (avg. 11 attendees/session) identified barriers to care, with insights compiled into a resource presented at Leeds Fast Track Cities. Feedback from service users and clinicians has been overwhelmingly positive.

Peer Support Work (Leeds Community Mental Health Transformation)

As part of a strategic consortium, MESMAC contributes specialist expertise to enhance mental health support for marginalised communities. Our Peer Support Worker delivers one-to-one assistance for primary care referrals and actively shapes service development, including:

- Improving access for trans and gender-diverse communities.
- Advising on anti-discrimination policies for staff.

Following Health for All's withdrawal from the partnership, their staff member transferred to MESMAC under TUPE, ensuring uninterrupted service delivery.

Bradford LGBT+ Mental Health Services

Beyond counselling, our Community Development Worker (Mental Health & Young People) facilitates peer support groups, including:

- Creative mindfulness sessions (all ages).
- Neurodivergent LGBTQ+ youth groups.
These sessions maintain strong attendance and receive consistent praise for accessibility and the worker's supportive approach

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In conclusion, the Mental Health and Wellbeing service has not only sustained but also strategically expanded its crucial work in the face of funding challenges. Through a combination of successful partnership working, a peer-led model, and a relentless focus on the specific needs of LGBTQ+ people and those living with HIV, the service has demonstrated profound impact and laid strong foundations for future growth.

COMMUNITY DEVELOPMENT

Healthy Communities Together (HCT)

Healthy Communities Together (HCT) is driving a cultural shift in how Leeds addresses health inequalities. At its heart, HCT is a ground-breaking collaboration between organisations serving marginalised communities—Leeds Asylum Seeker Support Network, Leeds GATE (Gypsy and Traveller communities), BASIS Yorkshire (sex workers), and Yorkshire MESMAC (Trans+ advocacy)—alongside Leeds City Council Public Health and Leeds Health and Care Partnership.

Funded by The National Lottery and supported by The King's Fund (until December 2024) with expert consultation, HCT stood out among 260 national applications for its innovative approach. It is one of only five projects selected for funding, with Phase 2 concluding in July 2025.

HCT redefines partnership working by bridging the gap between the voluntary sector and statutory organisations. It challenges traditional silos, fostering a new model of co-production and trauma-informed practice that centres marginalised voices in decision-making. By pooling expertise from senior leaders across sectors, HCT disrupts systemic inequalities and pioneers inclusive, community-led solutions.

HCT recognises marginalised communities not as passive beneficiaries but as key agents of change. In 2024/25, community members co-led healthcare experiments with primary care providers to dismantle systemic barriers. The findings—documented in reports due July 2025—will inform policy and practice across healthcare systems.

HCT's impact goes beyond financial investment. It embeds social change by improving early access to services and advocating for equitable care. The partnership's deep roots in marginalised communities—including three previous GSK award-winning organisations—ensure direct dialogue with decision-makers, holding systems accountable for progress.

To tackle complex health system challenges, HCT employs Adaptive Action, a dynamic approach that values lived experience alongside professional expertise. In 2024/25, workshops brought together asylum seekers, refugees, healthcare professionals, and translators to reshape primary care translation services. These insights will be shared widely in July 2025, setting a precedent for future collaborations.

HCT is more than a project—it's a blueprint for equitable partnership. By closing the feedback loop and ensuring communities see tangible outcomes, HCT proves that inclusive collaboration is not just possible but essential for lasting change.

LGBT Voices

When Jamie* first reached out for help after enduring years of domestic abuse, they didn't expect to be met with confusion about their gender identity or questions about whether their same-sex relationship "counted" as real abuse. Unfortunately, Jamie's experience reflects a troubling pattern - many LGBTQ+ survivors in Leeds encounter support services that aren't equipped to understand their unique needs.

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This is why our LGBTQ+ Voices Project exists. We go where our community gathers - from queer book clubs to late-night bar events - building the trust needed for survivors to share their stories. Some feel safer connecting through our anonymous online drop-in, where they can speak freely without fear of being outed. These conversations reveal painful truths: services often fail to recognize LGBTQ+-specific abuse tactics like threatening to out someone, or wrongly assuming the abuser must be male in lesbian relationships.

But here's where hope comes in. When survivors like Jamie bravely share their experiences - both the harmful missteps and the rare moments of truly supportive care - we work with them to anonymize and present these stories where they'll make the most impact. Last year, a transgender survivor's account of being misgendered at a shelter led to mandatory staff training across five West Yorkshire refuges. Another survivor's podcast about their court experience is now used to educate family law professionals.

What makes this initiative powerful is how it connects directly to Leeds' broader domestic violence response. Our MESMAC team collaborates with specialists supporting women, men, children, and even perpetrator programs - ensuring LGBTQ+ perspectives inform every part of the system. The Crown Prosecution Service recently revised its guidance after hearing how bisexual victims are often disbelieved when their abuser is of a different gender.

This isn't just about collecting stories - it's about transforming how Leeds supports its most vulnerable. Every time a police officer thinks twice before assuming a victim's gender, or when a social worker recognizes how abusers weaponize HIV status, we see how lived experience creates smarter, more compassionate systems. The work continues, but survivors are no longer whispering their truths into the void - they're speaking directly into the ears of those who can make change happen.

*Name changed to protect identity

This year has been one of remarkable resilience and expansion for our Gender Outreach service. Even in the face of being trolled on X (formerly Twitter) and threats made against some of our sessions, the team's dedication never wavered. Their unwavering commitment has fuelled the service's continued growth and development, allowing us to reach more of our community than ever before.

To ensure everyone can easily find their place with us, we've expanded our digital presence beyond Facebook and Instagram by launching a centralised Linktree page. This hub seamlessly connects people to the full spectrum of groups and activities offered by our Outreach Workers. Our proactive efforts to support those on the ever-growing Gender Identity Service waiting list have significantly increased one-to-one support and boosted attendance across our groups.

Our vibrant presence at Pride events and Sparkle continues to generate fantastic engagement, consistently translating into meaningful follow-up activity from new connections made there. A standout success was this year's quiet space at Leeds Pride, run in partnership with MESMAC. This vital sanctuary proved to be a hugely popular and well-used resource, offering a moment of calm and support for people from across the entire LGBTQIA+ community.

This year's work collectively underscores a powerful and unified theme: the undeniable power of partnership and placing community voice at the very centre of everything we do. From the ground-breaking systemic collaboration of Healthy Communities Together to the life-changing advocacy of LGBT Voices and the resilient, expanding reach of our Gender Outreach service, our impact is driven by a single, proven principle: meaningful change is co-produced.

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FINANCIAL REVIEW

Income in 2024-25 was £1,464,904 which was a slight increase on the previous year's income. Our unrestricted net income increased to a surplus of £117,725 but there was a deficit on restricted funds of £55,540. This was due to funds for Healthy Communities being postponed until the project had spent any unused funds first. There was an unrealised loss on investments of £31,706, due to the volatility of the markets. Cash provided by operating activities was £74,225.

Our income from other trading activities decreased to £29,523 as a result of no rental income from Bradford and the reduction of income to our Trading company due to a contract coming to an end. The income from our Trading Company allows trading income generated to be entirely ring fenced from grant funding

We have continued to manage some small grants for emerging community groups.

Reserves

The Board of Trustees (BOT) regularly reviews the charity's reserves requirement, and this will be reviewed again in 2025-26. Based on this our policy is to aim to maintain at minimum three months of budgeted expenditure as net current assets in reserves with the aim of reaching 6 months and to include monies to cover 100% outstanding commitments on our leasehold properties, calculating a minimum commitment on all leases of 5 years and including the cost of any required dilapidations and reparation works to the buildings.

The overall target this year using our budgeted expenditure is £1,055,144 the present level of net current assets and fixed asset investments available to the charity is £2,391,047 which means we have exceeded our overall target this year.

The Trustees aim to use funds from these cash balances to support the organisation's development in particular our Mental Health and Wellbeing offer and supporting our properties.

In the current economic climate, we feel it is essential that we maintain a strong reserve position and ensure the most appropriate use of funds. Our focus is on ensuring that investment in long term operational and financial sustainability has the highest impact on the needs of our service users.

Review of Reserves

The charity had total reserves at the end of the reporting period of	£ 2,554,028
Amount restricted to specific use by funders was	£ 94,953
Amounts designated for support our properties	£170,309
Mental Health & wellbeing offer of Rotherham	£11,004
Leeds Prevention	£32,885
Hull Prevention	£113,142
	£31,685
The general fund remaining after designations is	£2,100,050

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Going Concern

As Trustees we consider that there are no material uncertainties about the charitable company's ability to continue as a going concern over the next reporting cycle. We have formed this view based on the following factors: -

- Our current contract and financial performance plus cash and investments position together with our prudent reserves policy
- We have multiple funding streams and, a well-developed management and governance structure, which has an inbuilt flexibility to adapt to mitigate potential loss of contracts which is further mitigated as employees working on such contracts would be covered by TUPE to transfer to a new service provider
- We actively manage business risks. We adopt a planning process, including budget projections which takes into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.
- Given the timeframes inherent in the main areas of our funding the charity would have time to plan and reconfigure the organisational structure in line with any radical change in income and potential geographical reach.

Remuneration policy for key management personnel

The overall goal of Yorkshire MESMAC's pay policy is always to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and/or deliver the charity's aims.

Trustees are ultimately responsible for setting remuneration levels for the charity's senior staff.

In deciding levels of pay and rewards Trustees consider:

- the purposes, aims and values of the charity and its beneficiaries needs
- how this impacts on overall pay policy for all employees, and for the senior staff in particular, including whether a 'discount' compared with pay for similar roles in other sectors is appropriate
- the types of skills, experiences and competencies that the charity needs from its senior staff, the specific scope of these roles and the link to pay
- the charity's current business plan and how the implementation of this plan may affect the number of senior staff the charity needs to employ or recruit and the nature of these roles
- the charity's ability to pay – this includes the cost to the charity of raising pay, and whether it is sustainable, and how appropriate the level of pay, and any pay increase, is in the context of the charity, as measured against the needs of its charitable purposes and beneficiaries
- the likely impact on, and views of, beneficiaries, donors, funders, volunteers and potential volunteers, where appropriate

Yorkshire MESMAC senior management team (currently Operations Managers, and CEO) are linked to the appropriate point on the NJC pay scale, decided by the criteria above. Trustees review of senior pay at regular intervals to ensure we offer fair pay to attract and retain skilled staff.

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Principal sources of funding

Though principal sources of funding continue to be from government grants for example HIV prevention in, Hull and Leeds, are provided through local authorities, there is a growing move towards being sub-contract via a 'head' contract held by a clinical partner. This is the model in Rotherham where we are sub-contracted by Rotherham NHS Foundation Trust and is the new model for Bradford going forward where we will be subcontracted by Locala.

The psychological therapies part of our mental health work in Bradford is commissioned by Bradford District Care Trust. Bradford Districts Clinical Commissioning Group supported online outreach and resources developed by LGBTQ+ young people to improve mental health and wellbeing.

Investment policy

Investment Objective

To hold sufficient unrestricted reserves to meet the reserves policy designed to maintain the charity through difficult financial periods and to maintain the real value of those reserves and to generate income from those reserves to supplement the costs of providing the range of services provided by Yorkshire MESMAC.

To maintain sufficient liquidity in the form of bank deposits to cover any short-term liquidity requirements.

To invest any additional reserves above a liquidity requirement with a total return investment objective seeking income generation with an additional aim of at least maintaining the value of those reserves over time after adjusting for RPI inflation.

Risk Profile

The Investments are to be managed at a medium level of risk. This means that there will be moderate risk to the invested capital but increased opportunities for longer-term growth in both capital and income. The prospects of short-term volatility are consequentially greater.

The investment portfolio will be broadly balanced between equities and non-equities by the use of cash deposits and collective investments exposed to a diversified spread of equities and fixed interest investments. There may be some exposure to other asset classes within such funds.

Investment Restrictions

There are to be no specific investment restrictions.

Investment Management

The trustees have decided not to appoint a discretionary investment manager at this stage but to utilise collective investment funds to achieve diversification. It is felt that at this stage the likely overall value invested does not justify the costs of an external discretionary investment manager.

The investments are monitored and reviewed by the Finance Administration Manager, the CEO and the Finance Business Development Committee on a regular basis four times per year.

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Investment Valuations

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year. Our investment holdings were valued at £1,564,370 the balance sheet date.

Asset Collective Allocation (excluding cash deposits)

Charitable Investment Funds – 100%

Current Cash Assets

Current cash assets continued to be distributed across a number of unconnected banks to ensure the funds are secure and by managing these deposits carefully we have increased income modestly while managing risk. Our cash holdings at the balance sheet date were £778,167.

PLANS FOR FUTURE PERIODS (2025-26)

Our Strategic Priorities: Sustainable Growth and Deepened Impact

To achieve our mission, securing our financial future is paramount. We are committed to protecting existing funding while actively diversifying our revenue streams through new, sustainable sources. In a climate of continued pressure on Local Authority Public Health budgets and competitive tendering, we will innovate by developing new service models and forging strategic partnerships at local, regional, and national levels.

Key Areas for Development:

1. **Expanding Mental Health Support:** We recognise that the marginalised communities we serve experience a disproportionate burden of poor mental health. Addressing this by significantly expanding our mental health offerings is a key strategic priority.
2. **Evolving Our Sexual Health Services:** The landscape of HIV and STIs is dynamic, requiring an agile and proactive response. We are committed to partnership working with clinical colleagues to enhance overall sexual health provision, with a dedicated focus on reaching Most at Risk Populations (MARPs). We will harness new technologies as they emerge, ensuring our communities benefit from advancements like PrEP. We will redouble our efforts to dismantle institutional and knowledge barriers, prioritising equitable access for women and Black African communities.
3. **Championing Trans+ Inclusion:** Building on the success of hosting workers from the Leeds Gender Identity Clinic, we are dedicated to further expanding our support for Trans+ communities. This includes implementing enhanced training for our staff and collaborating with Trans+ groups across our region to increase the access, capacity, and appropriateness of local services.
4. **Enhancing Reach and Accessibility:** We will increase the scope and depth of our services across all our communities and grow into geographical areas where we can add value e.g. South Yorkshire. Underpinning this growth is a commitment to leveraging technology—both to communicate and educate, and to make our services as barrier-free as possible. We will continue to invest in blended service delivery models that both reach our communities effectively and support a healthy work-life balance for our dedicated staff, sharing our learnings across the sector.

The Board of Trustees is confident in the charity's strength and future. We look forward to a year marked by dedication, creativity, and the high-quality delivery that defines Yorkshire MESMAC.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Yorkshire MESMAC is a company limited by guarantee, first registered on 12th August 1994, number 2958336 and was registered as a charity on 24th August 1994, number 1040407. The company was established under a Memorandum of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment, Appointment and Induction of Trustees

The Directors of the Company are also Charity Trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees (BOT). Potential Trustees are recruited via our website, through word of mouth and recommendations, the local voluntary sector volunteer units and recruitment via interested individuals and users of our service plus local relevant press. Health, finance, legal, administrative, personnel, training, strategic planning, safeguarding, local health commissioning and social care skills are represented on the Board of Trustees. The Trustees wish to ensure that the makeup of the BOT fully represents the breadth of the communities we serve and is actively recruiting to address this issue. The BOT have also reviewed the skills mix on the board and continue to develop a supportive and effective induction process for new trustees.

Under the requirements of the Memorandum and Articles of Association Trustees are formally appointed at the Annual General Meeting, also at every Annual General Meeting one-third of the Trustees retire by rotation. The Trustees who retire by rotation are those who have been longest in office since their last appointment or reappointment. Other Trustees can be appointed throughout the year and have their appointment formalised at the Annual General Meeting.

Our process of Trustee appointment and induction is.

- 1) Potential new Trustees are asked to complete an Expression of Interest form along with our skills mix profile, which are sent to the chair.
- 2) The chair then has a discussion with the interested person to explain what the role involves in terms of time and commitment and the skills they can bring to the organisation, and can benefit from in return. This meeting is also to give a potential Trustee the tools they need to contribute to the BOT (e.g. explanation of jargon, acronyms), and to discuss any needs they may have to allow them to participate fully in BOT (e.g. childcare, sign language interpreter).
- 3) Potential BOT members receive an information pack and are invited to attend three meetings as observers, this gives them a chance to ask questions and gain an overview of the organisation and their potential role within it.
- 4) If a Trustee is returning with less than a gap of three years, they observe at one meeting.
- 5) All Trustees introduce themselves at the beginning of meetings when there are new people in attendance.
- 6) Following attendance at three meetings the BOT make a decision whether to invite the potential Trustee to join the BOT, in the case of a returning Trustee (see above) the decision can be made after one meeting.
- 7) The chair contacts the potential Trustee to get their feedback, address any concerns expressed by them or the BOT, clarify the role of the BOT within the organisation and establish if they are still happy to join the BOT.
- 8) When new Trustees want to visit any projects they make arrangements themselves via contact information given by Senior Management.
 - Enhanced DBS checks are carried out on all Trustees, before they are registered as a director at Companies House.
 - Within one month of joining as a Trustee there is a requirement to complete an online Level 1 Safeguarding course, for both Adults and Children.

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- A “Buddy” arrangement for new Trustees has been developed, which pairs them with an existing Trustee, who provides practical support, and answers any questions they have for example; about the organisation or specific agenda items. The “Buddy” relationship has no specified end date, and lasts as long as the new Trustee feels it is helpful.

The Trustees are kept up to date with the practical work of the charity through their individual involvement in the work of the charity and their committee work. Yorkshire MESMAC has four regional offices in Bradford, Hull, Rotherham, Leeds.

Organisational Structure

Yorkshire MESMAC currently has a Board of Trustees (BOT) of 11 members from a variety of professional and personal backgrounds relevant to the work of the charity. They meet four times a year as a full Board and attend a further 4 Sub Committee meetings. They are responsible for the strategic direction, policy monitoring and development, employment procedures and proper fiscal oversight of the charity. They review strategic plans for the organisation in line with negotiated contracts in order to ensure that the highest quality services are provided for our target groups. Further aims of the BOT are to maintain an overview of the organisation, to safeguard the values and principles of the organisation.

The Board appoints a Chair, Vice Chair and Treasurer and there is a Lead Safeguarding trustee. The Finance/Administration Manager sits on the BOT as Company Secretary but has no voting rights.

The Trustees can appoint one or more committees of three or more Trustees to perform any function or duty, which the Trustees agree would be better carried out by a committee. At present the three core committees are Finance and Business Development (FBD) Governance (G) and Human Resources (HR). All Committees have a minimum membership of three Trustees and one senior staff member. This year, the Board has set up a separate sub group to develop and oversee the Equality, Diversity and Inclusion (ED and I) strategy. This group will report directly to the Board and report progress at each Board meeting.

Each Trustee is member of one committee and the committees report back, via their chair, to the main BOT meetings which are 4 times a year, including the AGM. This allows Trustees to have a greater chance to contribute to the governance of the charity.

The Governance Committee leads on the policy review of the organisation, with input from the HR and FBD committees (where appropriate); reviews the organisational Risk Register and is responsible for maintaining the skills audit of the Trustees. The HR Committee has continued to streamline the procedures for recruitment of staff, volunteers and trustees and the Finance and Business Development Committee has continued its work overseeing the financial procedures and funding developments within the organisation.

Annually the BOT has an Away Day to discuss the progress of the Business Development and Strategic Plan for the organisation. The Senior Management Team are invited join them for the latter part of the meeting.

A Scheme of Delegation is in place within the organisation and day to day responsibility for the provision of the service rests essentially with the Chief Executive, who has regular 121s with the Chair of the BOT.

The Chief Executive takes responsibility for negotiating contracts, ensuring that contract obligations are met and works closely with the Operations Manager and Service Co-ordinators with relation to staff workload and implementation of agreed work plans and with the Finance/Administration Manager (FAM) on financial management.

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The CEO and Operations Manager (Senior Leadership Team (SLT)) have responsibility for the day to day operational management of Yorkshire MESMAC and the overall management of staff supervision. The Operations manager ensures that the team continues to develop their skills and working practices in line with good practice. The temporary appointment of an Operations Manager (Special Projects) took the lead on various HR, health & safety, facility management and contracts. The SLT now take the lead on systems including property and IT infrastructure with support from the Finance & Admin team and the Local Services Coordinators. The FAM has responsibility for the day to day financial management of organisation and manages the Admin/Finance Team.

Given the ongoing development of Yorkshire MESMAC group of services, the Trustees in partnership with staff continue to review our aims ensuring that they reflect the needs of our expanding service user groups.

Risk Management

The major risks, to which the charity is exposed, as identified by the Trustees and staff, are managed through the remit of the Committee system which regularly updates the Organisational Risk Register in partnership with the Senior Management Team.

Areas of risk assessed and mitigations put in place include:

- ❖ **Governance**
- ❖ **Operations**
- ❖ **Financial**
- ❖ **External Factors**

Procedures are in place to ensure compliance with Health and Safety of staff, volunteers, service users and visitors to the Yorkshire MESMAC buildings.

The Serious Incident Policy ensures that any risks are managed effectively, in a timely manner and with the involvement of all senior management, trustees and governing bodies.

The Governance Committee is the main driver of the review of all policies and procedures and ensure that they continue to meet the needs of the charity.

All BOT members and senior staff annually update their Declaration of Interest forms and all BOT meetings have this as a standing item on the agenda to ensure all potential clashes of interest are highlighted and acted upon.

Yorkshire MESMAC
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Statement of responsibilities of the trustees

The trustees (who are also directors of Yorkshire MESMAC for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

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

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

Yorkshire MESMAC
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Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 19th November 2025 and signed on their behalf by

Steve Bridge

Chair

Independent auditors' report
to the Members and Trustees of
Yorkshire MESMAC

Opinion

We have audited the financial statements of Yorkshire MESMAC (the 'parent charitable company') and its subsidiary for the year ended 31 March 2025, which comprise the Consolidated Statement of Financial Activities (including the income and expenditure account), the Balance Sheets of the group and the parent charitable company, the Consolidated Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2025, and of the group's 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 and the Charities Act 2011.

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 group and 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 group's or parent 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 trustees' 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.

Independent Auditor's Report (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; 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 our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, 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 group's and parent 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 group or parent charitable company or to cease operations or have no realistic alternative but to do so.

Independent Auditor's Report (continued)

Auditor's responsibilities for the audit of the financial statements

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

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

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

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

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 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

**Independent Auditor's Report
(continued)**

Christy Yun Hing Lau FCCA CTA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

23rd December 2025

Slade & Cooper Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act
2006

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	2,585	8,432	11,017	5,812
Charitable activities	4	1,193,537	219,324	1,412,861	1,380,373
Other trading activities	5	29,523	-	29,523	54,776
Investments	6	11,503	-	11,503	8,823
Total income		1,237,148	227,756	1,464,904	1,449,784
Expenditure on:					
Raising funds	7	905	-	905	10,351
Charitable activities	8	1,118,518	283,296	1,401,814	1,402,922
Total expenditure		1,119,423	283,296	1,402,719	1,413,273
Net income / (expenditure) before net gains / (losses) on investments		117,725	(55,540)	62,185	36,511
Unrealised gains/(losses) on investments		(31,706)	-	(31,706)	181,359
Net income / (expenditure) for the year	10	86,019	(55,540)	30,479	217,870
Transfer between funds		-	-	-	-
Net movement in funds for the year		86,019	(55,540)	30,479	217,870
Reconciliation of funds					
Total funds brought forward		2,376,904	150,493	2,527,397	2,309,527
Total funds carried forward		2,462,923	94,953	2,557,876	2,527,397

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

A full comparative SOFA is available on the last page of the financial statements.

Yorkshire MESMAC
Company number 02958336

Balance Sheets
as at 31 March 2025

	Note	The Group		The Charity	
		2025 £	2024 £	2025 £	2024 £
Fixed assets					
Tangible assets	15	162,981	168,388	162,981	168,388
Investments	16	1,564,370	1,596,076	1,564,370	1,596,076
Total fixed assets		1,727,351	1,764,464	1,727,351	1,764,464
Current assets					
Debtors	19	102,020	97,525	102,003	95,513
Cash at bank and in hand		778,167	697,361	775,529	694,812
Total current assets		880,187	794,886	877,532	790,325
Liabilities					
Creditors: amounts falling due in less than one year	20	(49,662)	(31,953)	(50,855)	(32,526)
Net current assets		830,525	762,933	826,677	757,799
Total assets less current liabilities		2,557,876	2,527,397	2,554,028	2,522,263
Net assets		2,557,876	2,527,397	2,554,028	2,522,263
The funds of the charity:					
Restricted income funds	21	94,953	150,493	94,953	150,493
Unrestricted income funds	23	2,462,923	2,376,904	2,459,075	2,371,770
Total charity funds		2,557,876	2,527,397	2,554,028	2,522,263

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 30 to 51 form part of these accounts.

Approved by the trustees on 19/11/2025 and signed on their behalf by:

Sue Pascoe (Treasurer)

Yorkshire MESMAC
Consolidated Statement of Cash Flows
for the year ending 31 March 2025

	Note	2025 £	2024 £
Cash provided by / (used in) operating activities	26	74,225	(10,155)
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		11,503	8,823
Cash provided by / (used in) investing activities		6,581	8,823
Increase/(decrease) in cash and cash equivalents in the year		80,806	(1,332)
Cash and cash equivalents at the beginning of the year		697,361	698,693
Total cash equivalents at the end of the year		778,167	697,361

Notes to the accounts for the year ended 31 March 2025

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Yorkshire MESMAC meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Group financial statements

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Yorkshire MESMAC Trading Ltd. on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure account are not presented for the charity itself following exemptions afforded by section 408 of the Companies Act 2006.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

There are no key judgments which the trustees have made which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Notes to the accounts for the year ended 31 March 2025 (continued)

d Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised and refer to the trustees' annual report for more information about their contribution.

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

f Interest receivable

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

g Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Notes to the accounts for the year ended 31 March 2025 (continued)

h Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading and its associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

j Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

k Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Freehold building	2%
Fixtures and Fittings	25%
Computer Equipment	33%
Leasehold improvements	over the lease period

At the date of first time transition to FRS102 (1st April 2014) the trustees have chosen to use an estimate of fair value as the deemed cost of the freehold building. There is no obligation to periodically revalue.

l Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

m Debtors

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

Notes to the accounts for the year ended 31 March 2025 (continued)

n Cash at bank and in hand

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

o Creditors and provisions

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

p Financial instruments

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

q Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

The money purchase plan is managed by Legal and General and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.50% and this is deducted from the investment fund annually. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2025 £
Donations	2,585	3,432	6,017
Legacies	-	5,000	5,000
Total	2,585	8,432	11,017
Previous reporting period			
	Unrestricted £	Restricted £	Total 2024 £
Donations	5,812	-	5,812
Total	5,812	-	5,812

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2025 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	175,200	-	175,200
Hull City Council	480,000	-	480,000
Leeds City Council	278,438	-	278,438
Rotherham NHS Foundation Trust	168,000	-	168,000
Sheffield Teaching Hospitals NHS Foundation Trust	34,264	-	34,264
Mental Health & Wellbeing			
NHS West Yorkshire ICB	-	28,117	28,117
Bradford District NHS Foundation Trust	24,300	-	24,300
Gilead	-	10,828	10,828
Peer Support - Leeds MIND	-	34,378	34,378
Other Sundry Grants (below £10k)	(4,439)	4,920	481
Community Development			
DVA Voices	-	14,270	14,270
NLCF & The Kings Fund	-	90,000	90,000
Rotherham MBC	-	43,564	43,564
Other Sundry Grants (below £10k)	21,196	(6,753)	14,443
Subtotal for Grants and SLAs	1,176,959	219,324	1,396,283
Fees and Other Income			
Training, consultancy & other	16,578	-	16,578
Total	1,193,537	219,324	1,412,861

Notes to the accounts for the year ended 31 March 2025 (continued)

4 Income from charitable activities cont.**Previous reporting period**

	Unrestricted £	Restricted £	Total 2024 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	176,300	-	176,300
Gilead	-	20,000	20,000
Hull City Council	450,000	-	450,000
Leeds City Council	278,450	-	278,450
Rotherham NHS Foundation Trust	168,000	-	168,000
Mental Health & Wellbeing			
NHS West Yorkshire ICB	-	25,644	25,644
Bradford District NHS Foundation Trust	24,300	-	24,300
Gilead	-	12,362	12,362
Peer Support - Leeds MIND	-	27,883	27,883
Community Development			
Bradford MDC	-	(14,504)	(14,504)
DVA Voices	-	20,919	20,919
NLCF & The Kings Fund	-	149,617	149,617
Other Sundry Grants (below £10k)	20,067	4,920	24,987
Subtotal for Grants and SLAs	1,117,117	246,841	1,363,958
Fees and Other Income			
Training, consultancy & other	16,415	-	16,415
Total	1,133,532	246,841	1,380,373

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

5 Income from other trading activities

	2025 £	2024 £
Rental Income	20,773	17,936
Commercial Trading Operations		
Yorkshire MESMAC Trading Ltd.	8,750	36,840
	29,523	54,776

All income from other trading activities is unrestricted.

6 Investment income

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

7 Cost of raising funds

	2025 £	2024 £
Commercial Trading Operations		
Trading Subsidiary Direct Costs	905	10,351
	905	10,351

All expenditure on cost of raising funds is unrestricted.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

8 Analysis of expenditure on charitable activities

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2025 £
Staff costs	93,109	623,644	99,710	3,401	819,864
Overheads	54,906	124,410	7,092	217	186,625
Project costs	67,539	72,469	18,753	40	158,801
Depreciation	10,329	-	-	-	10,329
Volunteers	8	812	-	-	820
Governance costs (see note 9)	14,186	52,744	4,743	128	71,801
Support costs (see note 9)	54,139	89,993	9,231	211	153,574
Total	294,216	964,072	139,529	3,997	1,401,814

	2025 £	2024 £
Restricted expenditure	283,296	264,111
Unrestricted expenditure	1,118,518	1,138,811
	1,401,814	1,402,922

Previous reporting period

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2024 £
Staff costs	36,738	654,592	92,215	14,687	798,232
Overheads	67,669	110,270	9,915	3,035	190,889
Project costs	45,157	112,619	28,988	170	186,934
Depreciation	10,783	-	-	-	10,783
Volunteers	-	382	-	-	382
Governance costs (see note 9)	8,858	35,701	4,397	798	49,754
Support costs (see note 9)	34,631	112,488	16,164	2,665	165,948
Total	203,836	1,026,052	151,679	21,355	1,402,922

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

9 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2025 £
	Time spent or by floor			
Staff costs	area	137,463	61,091	198,554
Office costs	Floor area	16,111	-	16,111
Audit fees	Governance	-	6,090	6,090
Accountancy services	Governance	-	4,620	4,620
		153,574	71,801	225,375

Previous reporting period

	Basis of apportionment	Support £	Governance £	Total 2024 £
	Time spent or by floor			
Staff costs	area	149,135	39,554	188,689
Office costs	Floor area	16,813	-	16,813
Audit fees	Governance	-	5,800	5,800
Accountancy services	Governance	-	4,400	4,400
		165,948	49,754	215,702

10 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2025 £	2024 £
Depreciation	10,329	10,783
Operating lease rentals:		
Property	55,400	53,400
Other	3,854	3,510
Auditor's remuneration - audit fees	5,075	4,833
Auditor's remuneration - accountancy fees	3,850	3,667

Notes to the accounts for the year ended 31 March 2025 (continued)

11 Staff costs

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	838,823	838,894
Social security costs	72,464	67,455
Pension costs	60,145	59,310
Staff related costs	40,007	24,540
Holiday Pay	6,979	(3,278)
	1,018,418	986,921
Allocated as follows:		
Charitable activities	819,864	798,232
Support costs	137,463	149,135
Governance costs	61,091	39,554
	1,018,418	986,921

One employee has employee benefits between £60,000 and £70,000 (2024: One in excess of £60,000).

The average number of staff employed by the group during the period was 33 (2024: 34).

The average full time equivalent number of staff employed by the group during the period was 26 (2024: 28).

The average number of staff employed by the charity during the period was 33 (2024: 34).

The average full time equivalent number of staff employed by the charity during the period was 26 (2024: 28).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer and the Operations Managers. The total employee benefits of the key management personnel of the charity were £145,499 (2024: £131,173).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or during the year (2024: Nil).

10 (2024: 3) Members of the management committee received travel and subsistence expenses during the year of £1,639 (2024: £45).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: nil).

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

	2025 £	2024 £
NHS West Yorkshire ICB	28,117	25,644
Bradford District NHS Foundation Trust	24,300	24,300
Bradford Metropolitan District Council	175,200	161,796
Hull City Council	480,000	450,000
Leeds City Council	278,438	278,450
Rotherham NHS Foundation Trust	168,000	168,000
Sheffield Teaching Hospitals NHS Foundation Trust	34,264	-
Rotherham Metropolitan Borough Council	43,564	-
	<u>1,231,883</u>	<u>1,108,190</u>

There were no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity's trading subsidiary Yorkshire MESMAC Trading Ltd. gift aids available profits to the parent charity. Its charge to corporation tax in the year was:

	2025 £	2024 £
UK corporation tax at 19%/25% (2024: 19%/25%)	-	-

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

15 Fixed assets: tangible assets

The charity

	Freehold Property	Leasehold improvements £	Fixtures & Fittings £	Computer equipment £	Total £
Cost					
At 1 April 2024	230,341	128,847	39,703	5,468	404,359
Additions	-	4,922	-	-	4,922
At 31 March 2025	230,341	133,769	39,703	5,468	409,281
Depreciation					
At 1 April 2024	63,894	126,906	39,703	5,468	235,971
Charge for the year	8,388	1,941	-	-	10,329
At 31 March 2025	72,282	128,847	39,703	5,468	246,300
Net book value					
At 31 March 2025	158,059	4,922	-	-	162,981
At 31 March 2024	166,447	1,941	-	-	168,388

There are no fixed assets held by the subsidiary company

16 Investments

	The group		The charity	
	2025 £	2024 £	2025 £	2024 £
Market value at the start of the year	1,596,076	1,414,717	1,596,076	1,414,717
Additions to investments at cost	-	-	-	-
Disposals at carrying value	-	-	-	-
Add net gain/(loss) on revaluation	(31,706)	181,359	(31,706)	181,359
	1,564,370	1,596,076	1,564,370	1,596,076
Cash held by investment broker pending reinvestment	-	-	-	-
Market value at the end of the year	1,564,370	1,596,076	1,564,370	1,596,076
Investments comprised:				
Listed investments	1,564,370	1,596,076	1,564,370	1,596,076
Cash held in the investment portfolio	-	-	-	-
	1,564,370	1,596,076	1,564,370	1,596,076

Investments are all carried at fair value and are all traded in quoted public markets. They are accumulation units in funds where investment income within the fund is reinvested in the fund. The increase in value is not shown separately as investment income but becomes part of the net unrealised gains or losses in overall market values of the funds at year end.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

17 Subsidiary undertaking

The Charitable company owns UK subsidiary company Yorkshire MESMAC Trading Ltd., a company registered in England, Co. No. 08432642. The company has no share capital and is limited by guarantee. It has one single member which is the charity Yorkshire MESMAC. The subsidiary is used for non-primary purpose trading activities.

Accumulated profits from the previous financial year are gift aided to the charitable company. A summary of the results of the subsidiary is shown below:

Profit and loss account	2025 £	2024 £
Turnover	8,750	36,840
Cost of sales	(3,997)	(30,436)
Administration costs	(905)	(1,270)
Donation to parent charity	(5,134)	(9,038)
Net profit	£ (1,286)	£ (3,904)
Balance sheet	2025 £	2024 £
Current assets	2,638	2,549
Creditors due in less than one year	(543)	(1,060)
Debtors due in less than one year	1,753	3,645
	£3,848	£5,134
Profit and loss account	3,848	5,134
	£3,848	£5,134

18 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2025 £	2024 £
Gross income	1,433,579	1,443,337
Result for the year	31,765	221,774

Notes to the accounts for the year ended 31 March 2025 (continued)

19 Debtors

	The group		The charity	
	2025 £	2024 £	2025 £	2024 £
Trade debtors	11,243	53,189	11,243	53,189
Other debtors	2,873	7,809	2,856	5,797
Prepayments and accrued income	87,904	36,527	87,904	36,527
	102,020	97,525	102,003	95,513

20 Creditors: amounts falling due within one year

	The group		The charity	
	2025 £	2024 £	2025 £	2024 £
Short term compensated absences (holiday pay)	24,426	17,447	24,426	17,447
Other creditors and accruals	25,236	14,506	24,693	13,446
Amts due to group undertakings	-	-	1,736	1,633
	49,662	31,953	50,855	32,526

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

21 Analysis of movements in restricted funds

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Charitable Activities					
HIV & Sexual Health					
No More Misses - Gilead	17,873	-	(17,873)	-	-
See to it Yorkshire	-	-	-	-	-
Donations	-	2,032	-	-	2,032
Mental Health & Wellbeing					
Living Well	5,597	28,117	(27,193)	-	6,521
Counselling Donations	1,179	6,400	(3,360)	-	4,219
CNET	2,657	4,920	(1,734)	-	5,843
Keep Your Head - Gilead	5,232	10,828	(16,060)	-	-
Leeds Community Fndn	4,754	-	(4,754)	-	-
Peer Support - Leeds MIND	-	34,378	(34,378)	-	-
Men in Health	2,154	-	(2,154)	-	-
Community Development					
Healthy Communities	94,094	90,000	(160,527)	-	23,567
CVEW	6,753	(6,753)	-	-	-
DVA Voices	8,900	14,270	(15,120)	-	8,050
Rotherham MBC	-	43,564	(143)	-	43,421
Sundry small grants	1,300	-	-	-	1,300
Total	150,493	227,756	(283,296)	-	94,953

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

22 Analysis of movements in restricted funds cont.

Previous reporting period

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Charitable Activities					
HIV & Sexual Health					
BAME Health Network	10,820	-	(10,820)	-	-
No More Misses - Gilead	-	20,000	(2,127)	-	17,873
See to it Yorkshire	11,341	-	(11,341)	-	-
Mental Health & Wellbeing					
Living Well	14,702	25,644	(34,749)	-	5,597
Bradford OPDG	15,785	(14,504)	(1,281)	-	-
Counselling Donations	6,878	-	(5,699)	-	1,179
CR - Men's Total Health	5,502	-	(5,502)	-	-
CNET	-	4,920	(2,263)	-	2,657
Creative Voices	7,020	-	(7,020)	-	-
Keep Your Head - Gilead	-	12,362	(7,130)	-	5,232
Leeds Community Fndn	12,177	-	(7,423)	-	4,754
Peer Support - Leeds MIND	-	27,883	(27,883)	-	-
Men in Health	2,154	-	-	-	2,154
Community Development					
Healthy Communities	66,286	149,617	(121,809)	-	94,094
Leeds Older People's Forum -	(627)	-	(4,062)	4,689	-
CVEW	6,753	-	-	-	6,753
DVA Voices	2,933	20,919	(14,952)	-	8,900
Sundry small grants	1,350	-	(50)	-	1,300
Total	163,074	246,841	(264,111)	4,689	150,493

Notes to the accounts for the year ended 31 March 2025 (continued)

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
HIV & Sexual Health	
BAME Health Network	To develop a BAME Health Network in Hull.
No More Misses - Gilead	No More Misses – PrEP for women' is a tailored programme of work working with marginalised women to coproduce resources ensuring that they have the knowledge, skills and information needed to access PrEP and that clinical providers take active steps to reduce barriers to PrEP faced by marginalised women.
See to it Yorkshire	To deliver a series of tailored community based Mpox & STI screening clinics in partnership with clinical sexual health services in Bradford, Leeds & Rotherham, focusing on BAME LGBT+ folk, refugee & asylum seeking LGBT+ folk and GBT men.
Mental Health & Wellbeing	
Living Well Project	NHS West Yorkshire ICB grant funding for promoting social wellbeing for LGBT+ people living in the Bradford district.
Bradford OPDG	Day opportunities for older people in Bradford.
Counselling donations	Individual donations made to the counselling service.
CR - Men's Total Health	3 year project for GBT+ young men to boost self esteem and confidence through workshops encouraging physical activity.
CNET	To improve the mental well-being of the LGBT+ Adult population fo Bradford through therapeutic self-awareness groups and peer mentoring.
Creative Voices	Creative project for members of SAGE group (older LGBTQ+ adults in Leeds aged 50 -85 yrs) to creates much deeper and sustainable impact and engage new members, exploring the challenges of living and integrating.
Keep Your Head - Gilead	A programme to develop interventions to empower PLWH to keep accessing care and to support services in preventing people becoming lost to care at times of poor mental health.
Leeds Community Foundation	To improve the mental health of, and reduce suicidal ideation by LGBT+ folk in Leeds.
Peer Support - Leeds MIND	As part of Leeds peer support worker mental health transformation project, to provide one to one and group support for people with Serious Mental Illness within the LGBTQ+ community. Working in partnership with Leeds Mind, Leeds Survivor Led Crisis Services and Health for All.
Men in Health	In partnership with Touchstone, working with organisations in health & social care, to be the first point of contact for the Men's Action & Awareness Networks (MAAN) where they identify men who would benefit from further support and signpost/refer to VCSE organisations.

Notes to the accounts for the year ended 31 March 2025 (continued)

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
Community Development	
Healthy Communities	To reduces early deaths among marginalised communities by addressing causal structural inequalities.
Leeds Older People's Forum - now Sage	Grant from the age in Well programme and administered by Leeds Older People's Forum to develop opportunities for older LGB&T* people in Leeds who are experiencing social isolation.
CVEW	Live Well Wakefield - Coronavirus Resilience Grant.
DVA Voices	In Partnerships with Leeds Women's Aid this aims to facilitate the Voices of victims and survivors to take part and co-produce activities within the Domestic Abuse Local Partnerships Board.
Rotherham MBC (Community Development)	To provide outreach and harm reduction to service users with high risk sexual activity and encourage support and engagement with ROADS (Rotherham substance misuse treatment service and RSHS (Rotherham Sexual Health Service).

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

23 Analysis of movement in unrestricted funds

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	As at 31 March 2025 £
General fund	2,106,364	1,205,442	(1,090,296)	(117,612)	2,103,898
Designated property assets fund	168,388	-	-	(10,329)	158,059
Hull building work	-	-	(4,000)	16,250	12,250
Mental Health & Wellbeing	36,131	-	(25,127)	-	11,004
Rotherham contract	4,088	-	-	28,797	32,885
Leeds Prevention contract	61,933	-	-	51,209	113,142
Hull Prevention contract	-	-	-	31,685	31,685
	2,376,904	1,205,442	(1,119,423)	-	2,462,923

Previous reporting period

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund	1,878,772	1,384,302	(1,096,783)	(59,927)	2,106,364
Designated property assets fund	179,171	-	-	(10,783)	168,388
Mental Health & Wellbeing	88,510	-	(52,379)	-	36,131
Leeds building work	-	-	(32,660)	32,660	-
Rotherham contract	-	-	-	4,088	4,088
Leeds Prevention contract	-	-	-	61,933	61,933
	2,146,453	1,384,302	(1,181,822)	27,971	2,376,904

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Designated property assets fund	The current book value of property and leasehold improvements.
Hull building work	Dilapidations for leased property on Freetown Way, Hull (end of lease). New lease property on King Street, Hull requires the creation of a training room in the open plan area, testing room requires work/improvements to meet clinical standards, damp proofing and general decoration and security.
Mental Health & Wellbeing	To increase the capacity of the Senior Management team and appoint a Coordinator, to drive forward our Mental Health services by early 2022.
Rotherham contract	Income budget reduced in order for monies to be used as income in latter years of the 5-year project.
Leeds Prevention contract	Specified budget lines (such as Marketing, Digital Apprentice salaries) are required over the term of the 5-year project. They have been designated so can be carried over to subsequent years if not spent.
Hull Prevention contract	Income budget reduced in order for monies to be used as income in latter years of up to 7 year contract.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

24 Analysis of group net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	-	162,981	-	162,981
Fixed asset investments	1,564,370	-	-	1,564,370
Net current assets/(liabilities)	539,528	196,044	94,953	830,525
Total	2,103,898	359,025	94,953	2,557,876
Previous reporting period				
Tangible fixed assets	-	168,388	-	168,388
Fixed asset investments	1,596,076	-	-	1,596,076
Net current assets/(liabilities)	510,288	102,152	150,493	762,933
Total	2,106,364	270,540	150,493	2,527,397

25 Operating lease commitments

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

	Property		Equipment	
	2025 £	2024 £	2025 £	2024 £
Less than one year	20,500	38,000	4,008	3,340
One to five years	45,500	16,000	8,352	10,640
	66,000	54,000	12,360	13,980

There are no leases held by the subsidiary company.

Notes to the accounts for the year ended 31 March 2025 (continued)

26 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income / (expenditure) for the year	62,185	36,511
Adjustments for:		
Depreciation charge	10,329	10,783
Dividends, interest and rents from investments	(11,503)	(8,823)
Decrease/(increase) in debtors	(4,495)	(17,857)
Increase/(decrease) in creditors	17,709	(30,769)
Net cash provided by / (used in) operating	74,225	(10,155)

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2025 (continued)

27 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	5,812	-	5,812	3,329
Charitable activities:	4	1,133,532	246,841	1,380,373	1,393,190
Other trading activities	5	54,776	-	54,776	62,164
Investments	6	8,823	-	8,823	3,426
Total income		1,202,943	246,841	1,449,784	1,462,109
Expenditure on:					
Raising funds	7	10,351	-	10,351	9,981
Charitable activities:	8	1,138,811	264,111	1,402,922	1,427,442
Total expenditure		1,149,162	264,111	1,413,273	1,437,423
Net income / (expenditure) before net gains / (losses) on investments		53,781	(17,270)	36,511	24,686
Unrealised gains/(losses) on investments		181,359	-	181,359	797
Net income / (expenditure) for the year	10	235,140	(17,270)	217,870	25,483
Transfer between funds		(4,689)	4,689	-	-
Net movement in funds for the year		230,451	(12,581)	217,870	25,483
Reconciliation of funds					
Total funds brought forward		2,146,543	163,074	2,309,617	2,284,044
Total funds carried forward		2,376,994	150,493	2,527,487	2,309,527

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Accounts

Company number: 2958336

Charity Number: 1040407

Yorkshire MESMAC

Group report and financial statements

For the year ended 31 March 2024

Yorkshire MESMAC
Reference and administrative information
for the year ended 31 March 2024

Company number 2958336

Charity number 1040407

Registered office and operational address 22/23 Blayds Yard
Leeds LS1 4AD

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

Stephen Bridge	Chair
Kenneth Leigh	Chair HR Committee
Susan Pascoe	Treasurer & Chair Finance & Business Development Committee
Penny Brown	Vice Chair
Kirsten Foster	Chair Governance Committee
Colin Lea	
Eric Smith	resigned November 2023
Adam Best	
Chris Kelly	
Adam Paver-Merrison	
Richard Holder	
Mike Eakins	

Company secretary Samantha Worrell

Key management personnel Tom Doyle Chief Executive
Ellen Hill Operations Manager - HR

Auditors Slade & Cooper Limited
Beehive Mill, Jersey St., Ancoats, Manchester, M4 6JG

Bankers Virgin Money
94 – 96 Briggate, Leeds, LS1 6NP

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2024

The trustees present their report and the audited financial statements for the year ended 31st March 2024. Included within the trustees' report is the directors' report as required by company law.

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

Charitable Objectives

Yorkshire MESMAC's charitable objectives are;

To preserve and protect health, physical and mental and in particular, good sexual health for the benefit of the community in general with an emphasis on those communities that shoulder the highest burden of poor health, including but not limited to; men who have sex with men, LGBT+ young people and adults, women, people of colour and other people marginalised because of their race, ethnicity or nationality, people using drugs and sex workers. To support and develop strong communities which create the environment for better health outcomes and the reduction of health inequalities.

These charitable objectives describe the work we are undertaking and encompass our vision for the charity in the near future.

Activities

Our work is split into three broad workstreams;

- Sexual Health
- Mental health
- Community Development.

These workstreams are not silos rather they are a matrix that often overlap, inform and complement one another.

SEXUAL HEALTH

Key developments

We were successful in securing the whole population sexual health contract in Hull. This contract will launch April 1st 2024.

We have been awarded a grant from Gilead to co-design Pre-Exposure Prophylaxis (PrEP) resources for women, particularly women from marginalised communities. Our first information leaflet has been launched and a video is in the final stages of production.

Leeds has become a 'Fast-Track City'. Fast-Track Cities is an international initiative to end new cases of HIV by 2030. Over 200 cities across the world are part of this movement to get to zero new cases of HIV, zero preventable deaths, zero stigma and discrimination and a better quality of life for people living with HIV. In Leeds Viral Hepatitis (Hep B and Hep C) and Tuberculosis have been added to the initiative, because these conditions can be co-targeted with HIV. Our CEO is the vice Chair of the Leadership group and leads on the Testing and prevention group.

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HIV and STI testing

Our testing service offers HIV testing and Chlamydia and Gonorrhoea screening in all areas except Bradford. Service users could also access Syphilis testing in Hull, Rotherham, Bradford,

Our bespoke online booking system www.bookatest.com has been a useful means of enabling people to access testing more effectively. A welcome result, of Book-A-Test has been a significant reduction in did-not-attends.

In 2023-2024 we carried out almost **10,000** sexual health screening interventions. A significant increase on the previous year.

2,693	HIV tests
295	Pregnancy tests
2,695	Chlamydia screens
2,695	Gonorrhoea screens
1,564	Syphilis tests
9,942	Total

Some highlights from our Sexual Health services in our different locations for the year are described below.

Leeds:

The Leeds HIV Prevention & Sexual Health Improvement Service continued to thrive in 2023-24 delivering over 3000 sexual health tests one third of which were HIV point of care tests. The team works with a wide range of communities across the city with a particular focus on Most at Risk Populations (MARPs).

The team have delivered a busy programme of outreach in 2023/24 with community groups/venues ranging from community centres, Leeds Refugee Football tournament, LGBT+ bars, Swingers venues, Northern men's festival, Ukrainian ESOL class, Churches, Universities & Colleges, Forward Leeds Drugs & Alcohol service, Kirkgate Market, Women's Asylum seeker groups, student accommodation, Leeds Carnival, Leeds LGBT+Pride & many more.

We worked with Joanna sex worker project offering support around sexual health and promoting discussions around PrEP. To keep skills up-to-date frontline staff attended contraception training leading to an increase confidence navigating questions covering a wide range of contraception options and support with contraception advice.

Staff delivered monthly sessions with Leeds University, Leeds Beckett University and worked with Leeds Trinity University & International Study Centre. Our experience with university sessions is that they are most successful when the universities & university unions support the outreach testing by sharing our posts on socials or signposting students directly from student support etc. The team have been encouraging this alliance by tagging the organisations and contacting them about working collaboratively.

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MSM & LGBT+

Yorkshire MESMAC (YM) Leeds continue to offer support for LGBT+ people's sexual health and wellbeing. Gay men & Trans people in particular continue to be well represented in the service users YM Leeds see for testing. Gay Men accounting for 35% of all HIV POCTs & Trans people 9% at year end.

The team continued to work with local MSM Sauna STEAM, offering testing & outreach on a monthly basis.

YM Leeds continues to grow its presence at the local LGBT+ bars – offering testing at Queens Court & Viaduct every month. We have worked with the drugs & alcohol service Forward Leeds who support this outreach with harm reduction workers and refer to their specialist Chemsex worker.

We ran *Queer Clinic* at Wharf Chambers on a monthly basis. This drop-in sees high rates of gender non-conforming high-risk individuals accessing testing and seeking information/advice from our service. This service is delivered in collaboration with NHS Gender Outreach Workers.

The team have worked with Woodhouse Community Centre running asylum seeker support sessions quarterly in collaboration with Micro Rainbow. These sessions are about a range of health topics such as: 'accessing local health services', 'what is sexual health' and 'using technology to book an appointment'.

The team are working with HMP Wealstun to support MSM prisoners with the goal of testing/information sessions to high risk individuals.

Ethnic Minority Groups:

HIV prevention activities/initiatives with ethnic minority groups and communities & women in Leeds demonstrate a proactive approach to addressing sexual and reproductive health needs in these demographics. Through emphasis on awareness creation and enhancing access to testing and PrEP through education, outreach, and partnerships, these initiatives are aimed at ensuring long-term impact and empowerment.

At year end the number of Black African people accessing a HIV POCT was 132 (12% of all HIV POCTs performed at YM Leeds in 2023/24). The number of people from wider ethnic minority communities accessing testing made up 34% of the HIV POCTs delivered in Leeds.

YM Leeds continued to support asylum seekers in Leeds hosted in hotels throughout 2023-24,. YM also continues to have a presence at PAFRAS which has moved to fortnightly, who support asylum seekers in Leeds. The team were able to work with PAFRAS to establish instant HIV testing on site this year with privacy screens to ensure confidentiality.

Yorkshire MESMAC were proud to be supporting the attendees of Leeds West Indian Carnival 2023 – the previous year we were able to give out safer sex packs, this year we had a stall which allowed us to enrich our offer and we want to do more. We are in contact with Bevan healthcare about collaborating next year to use their outreach clinical van to offer sexual health testing at Carnival. Yorkshire MESMAC had a large presence and made some key community contacts by attending this cultural festival. For example – a worker met the leader of a Nigerian community group in Leeds which YM went on to work with at a Nigerian Celebrating event, staff also met with the Muslim Women's Council developing a closer working relationship with this group.

We have offered testing this year again at RETAS who support asylum seekers in Leeds & hope to develop this relationship further in 2024/25.

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Staff have been relationship building with Women's Health Matters (WHM) Rainbow Hearts, a group for asylum seeking women in Leeds. Staff delivered a health promotion workshop about MESMAC & Basic information about STIs & HIV. We also delivered a talk to the staff allowing for more effective referral and signposting, 14 staff membered attended, representing projects and groups from WHM.

Our Connection, with Women Health Matters Leeds, resulted in 3 sessions summarised below:

- o Held a workshop session with the staff to highlight the shared objectives and the potential for collaboration with the various projects run by WHM.
- o Workshop session with Rosebuds women (mums whose children live elsewhere) on basic HIV and STI awareness
- o Session with Rainbow Hearts on basic HIV/STI awareness

The CDWs also worked with Leeds Refugee Forum Wellbeing Group for asylum seekers & refugee women in collaboration with Leeds sexual health outreach team to deliver a women's health and contraception workshop. 6 women were tested, 5 received information and support on contraception.

To engage with a wider community of refugees and asylum seekers, a new link was made with a Meeting Point Leeds. There will be a drop-in session with the larger group once every quarter, and a women's group meeting once every month beginning in Q4 2023/24.

A connection was established with the Nigerian community in Leeds which led to our featuring at their Independence Day event. The CDWs attended the Celebration event in Q3 with a stall at the weekend event –Over 150 people attended the event at the White Rose banqueting suit.

The CDWs continue to deliver testing and outreach to the diverse crowds of Leeds market once a month. To boost attendance to this session we have arranged with the market to advertise our sessions during the last week of the month in the lead up to the market testing session. The CDWs have also offered testing and outreach at the Compton Centre Harehills to reach the local population around the centre.

The team developed resources for PrEP for women in the form of a leaflets, animated video & recording in collaboration with a group of Black African Women in Leeds. These resources can be used to help tackle the underrepresentation of women on PrEP in Yorkshire & the wider UK. The leaflet seeks to support women who are interested in PrEP to make informed choices about their sexual health, raising awareness that PrEP can work for everyone as long as it is taken as prescribed.

Case Study 1

Case Study: Peer Influence and Peer Education in HIV Prevention Among Black African and Migrant Communities

International Study Centre Leeds

Introduction:

In the context of HIV prevention, cultural and religious backgrounds often play a significant role in shaping how people feel and behave towards HIV testing and other sexual health interventions. This case study explores the impact of peer influence and peer education in HIV prevention within African and other migrant communities, particularly among international students in the UK.

Setting and Participants:

The study was conducted during an HIV testing session targeted at international students at Leeds International Study Centre. The participants consisted of students from diverse cultural and religious

Yorkshire MESMAC
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backgrounds, reflecting the complexities inherent in addressing HIV prevention within migrant communities.

Observations and Challenges:

During the testing session, students gathered in clusters with their friends in the student lounge where the testing stall was set up. However, due to cultural and religious influences, many students hesitated to opt for the HIV test, fearing potential stigmatisation associated with the infection.

An interesting dynamic emerged during the session: when one student declined the offer to test, their peers within the same cluster followed suit. This collective hesitancy created a quiet atmosphere, hindering the effectiveness of the testing session and highlighting the challenges of addressing HIV prevention within culturally diverse communities.

Impact of Peer Influence and Peer Education:

Despite initial setbacks, an opportunity arose when an individual from one of the clusters stepped out from the group and engaged in a conversation about HIV testing. This one-on-one interaction allowed the student to ask questions freely and consider the benefits of testing without the influence of peers.

Upon deciding to undergo testing, the individual returned to their friends and openly discussed their decision, emphasizing the importance of testing and dispelling misconceptions surrounding HIV. Remarkably, all five friends expressed interest in testing after witnessing their peer's positive attitude towards it.

Conclusion:

This case study emphasises the significant role of peer influence and peer education in HIV prevention within African and other migrant communities. It highlights how individual decisions to engage in testing can catalyse positive behavioural changes among peers, ultimately contributing to the success of HIV prevention efforts.

By leveraging peer networks and fostering open dialogue about sexual health, interventions can effectively address cultural and religious barriers, empower individuals to make informed decisions, and ultimately mitigate the spread of HIV within vulnerable communities.

Rotherham

Staff continued to work with Rotherham Sexual Health to deliver sexual health services to the community. For a large majority of this year the team have been working with reduced staff due to long term sickness, however have still managed to hit and exceed most KPI.

Staff undertook a total of 2811 one to one interventions, delivered 795 chlamydia and gonorrhoea tests, 756 HIV and Syphilis point of care tests and 150 pregnancy tests. They also distributed over 26,000 condoms. Our social media presence continued to grow with our most viewed Tiktok, "Genital Herpes Misconceptions" reaching 248.7 thousand views.

Training delivered:

We deliver training to local professionals including;

- LGBTQ+ Awareness
- PrEP Training
- STI Awareness
- Healthy relationship

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Volunteer Inductions: In this year we inducted 6 new volunteers into the service.

Events/campaigns: We attended key events throughout the year including;

- Rotherham Skate and Art festival
- Flux WOW Rotherham LGBTQ+ event
- Sexual health week
- Rotherham Show
- BBC Newsbeat article about condom use. The article is posted online here:
<https://www.bbc.co.uk/news/newsbeat-66917978>
- World Contraception day online campaign
- Freshers
- Hate Crime Awareness Week
- Rainbow Laces event at Rotherham United
- Eastwood Early Help Family Event
- PrEP rally event for PrEP week
- World AIDS day
- National HIV Testing week

In addition, we have display board campaign in 8 locations across the district.

Case study

Rotherham worker supported a vulnerable young girl who was sexually active but not using contraception. During a 1-1 session the Rotherham worker was able to discuss contraception available and the importance of regularly STI testing. An STI screen was completed and the worker booked an appointment and attend this with her at Rotherham Hospital's Integrated Sexual Health Service (ISHS). She reported that she would not have done this herself and was glad she had someone to support her through the process.

Young people 16-25

Staff continued to undertake regular target session with young people in clubs and learning environments including;

- Thomas Rotherham College
- Rotherham College
- The LGBTQ+ RMBC
- Brampton Young Girls Club
- Wales high
- AMRC
- Dearne Valley
- Swinton Lock
- Maltby 6th Form

Rotherham workers have been able to work closely with early help works and young services users during regular monthly drop ins at The Place family and children's centre where 1-1's can take place. This has also been an excellent way to engage young people that would not normally have access to services.

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Women, CSW and vulnerable adults

We provided a confidential service at a Sex Workers private address for testing, bulk condoms, lube, period products and beppy sponges. We continued online outreach and word of mouth improved our numbers. We had regular contact and testing with around 30 sex workers. Two sex workers become volunteers for the service and we began to provide condoms for a local acting dungeon and testing and condoms at a local brothel.

Regular drop-ins were run in;

- Maltby Leisure centre
- Lighthouse for Women
- Probation
- Maltby Stepping Stones
- Brookfield Family hub

We assisted numerous service users for sexual health appointments who otherwise might not have attended. We assisted a service user from Lighthouse for women to the hospital for an implant fitting, a second women from the Lighthouse for contraception, a GP visit and coil removal and replacement for a vulnerable young person, and a service user with limited speaking English from the Unity centre for an implant and cervical screen.

1-1's

We provided a 1-1 service for sexual health and wellbeing through referrals from other services due to our great multi agency relationships. This included referrals from;

- Evolve team (Social worker/exploitation team) to support at young women who had very little knowledge around sexual health and healthy relationships. This service user came into MESMAC for a 1-1 session and tests.
- Dearne valley college – we went to the college to support
- 1-1 via zoom to support a trans male young person with their Early Help team
- We are with you – numerous referrals including sex workers
- Looked After Childrens nurse – numerous young people referrals for joint visits
- Rush house – provides a range of accommodation and support services including advice, independent living skills and training to young people aged 16-25. numerous referrals up at the service
- Midwives - numerous young people referrals for joint visits

Boards

This year we increased the number of strategic boards we sit on including the Council's Sexual Health Strategy Board Pause operational board the Violence Against Women and Girls Independent Advisory Group and South Yorkshire Sex Worker Strategy Group.

Mystery Shoppers

We conducted a mystery shopper event for Rotherham hospital sexual health involving our volunteers, finding have been feedback to the service and changes have been made as a result.

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for the year ended 31 March 2024

Hull

For the past year Yorkshire MESMAC's Hull services have met or exceeded all its KPIs. In total, MESMAC saw 37,522 service users over the 2023-24 period. This was made up of 31,957 first-time service users and 5,565 repeat users. The number of repeat service users has increased from 5,372 in 2022. A total of 114,858 condoms were distributed, almost double the target. This includes 31,513 condoms distributed to Commercial Sex Workers with another 2,416 distributed to CSW venues as part of static intervention, totalling 30% of condoms distributed. 31,928 (28%) condoms were sent to service users by mail. 4,200 condoms were left in MSM venues to be distributed to service users as needed and 1,900 were distributed to youth venues.

620 HIV/Syphilis tests were performed over the past year, a small increase on last year's 606, in spite of the challenge of increased cost. 47 (8%) of these service users were aged 18 or younger. Over the year, 829 CT/GC tests were performed, a 14% increase compared to last year. Of these service users, 132 were People of Colour, 180 were MSM and 200 were CSWs. By age, they were split by 140 aged 18 or younger, 152 were 19-24 and 537 were aged 25 or older.

BAME

Throughout 2023/24 Yorkshire MESMAC has continued to support BAME community's in Hull. This is done in a partnership attending sessions at Open Doors and Welcome House, which are hubs for Refugees and people seeking asylum. We offer free condoms and advice and links in to other services.

Working with the BAME community and local partners, Yorkshire MESMAC offers drop-in's sessions at the Royal Hotel. This is the Hotel being used in Hull to house asylum seekers.

Young People

The Hull project continues to provide drop-in services in all sixth form and further education setting in Hull. Our RSE support and delivery is now in every school in the area and we are developing and training Young People to become Sexual Health Champions for their schools and youth clubs. In addition, we now have regular drop-ins at 14-16 College, Kenworthy House, Strawberry Fields, Terry Street and numerous Youth Projects, including YDS, voluntary sector and The Warren.

The joint contraception Clinic we host with support from local clinical service is going from strength to strength and is consistently fully booked. This service is used to specifically engage more vulnerable young people who would not attend clinical services without support. The outreach nurses provide the clinical interventions while our worker is on hand to do the screening and have more wholistic conversations with the young people.

'This year we put on a Health Day for young people who attend Kenworthy House, young people attend appointments here for drugs and alcohol support, for homelessness or to see their social worker or the leaving care team. The aim of the event was to raise awareness of HIV and testing with young people – after a young person was recently diagnosed. We did myth busting quizzes and activities, lots of discussion, testing and free condoms. We also had an Outreach Nurse there to offer contraception and treatment. The day was a success, and we now plan to do this same event every three months.'

'I learnt loads about HIV, I didn't know a lot to be fair – I was surprised when I was told about how it can't be passed on if you take medications.'

'I liked the activities, and (learnt) that I can come to Kenworthy to see Mesmac on Wednesday's'

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MSM

MSM in Hull continue to be supported through scene outreach, we are currently making contacts with new bars that have opened in the city and providing them with information and condoms. Online outreach, joint delivery of LGBTQ+ Clinic at Conifer, PSE outreach and attendance at local events.

'I have been supporting a man who recently move back to the area around his Chems use. He was living in London but moved back to his parents after losing his job and overdosing on Chems. We have been offering 1-1 interventions on how to best manage his Chems use and the triggers he may have to use in the future. The service user is was also coming to terms with his bisexuality and this was a factor in his use. Since I started supporting him, he has engaged with drug services and is 2 months clean of any drug use. He has applied and been accepted onto a Masters course in Manchester and will be moving there at the end of September. We have linked him up with LGBT Foundation, who offer Chems support in Manchester and will also be offering support as needed going forward. I also did some 1-1 support with his parents to help them better understand his Chems use and his sexuality at the request of the service user.

Quote from Chemsex users mother.

"I wanted to thank you for the help you have given Daniel over the last 3 months and your ongoing support.

Thank you also for helping me deal with the issues which we had to face as a family.

We were in a situation where we had no idea where, or who, to turn to. You and your organisation helped enormously and as a mother, I was incredibly grateful that you and your team could get us through, what was for all sorts of reasons, a very difficult time.

Having you as a support for Daniel has helped him start to put his life into perspective and as parents we hope he can build on this to realise drugs do not need to be a part of his life.

Thank you again and very best wishes for the continued success of the work of your organisation in Hull."

CSW

The Hull project maintaining regular, weekly contact and good relationships with the massage parlours in Hull.

During this year we have seen a rise in visiting independent sex workers. Some sex workers are leaving parlors and working for themselves. As well as offering testing during these visits we have also included a liaison from the Police who have been working with them around the safety issues of working alone. Also, since registering with 'punter' sites such as AdultWork and VivaStreet, we have engaged with sex workers who have had no previous contact with our service. The obvious advantage for them is the equipment and testing we provide but the women have also benefited from the information and support we offer.

'I have been focusing on building relationships with sex workers with more complex needs. This includes the ones selling sex on the streets and those spending time in the city's hostels. We regularly do night time outreach in the Hessle road area of the city with the women selling sex on the street. I have found it's a really good way to build relationships with the women who are often reluctant to access health services. I do this outreach in partnership with the Lighthouse project in Hull, as well as other organisations such as Renew, Hull homeless and outreach nurses. This has continued to build, with streetworkers now accessing sexual health screening and support at our office and at the drop-in

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we hold at Lighthouse premises. The strong relationships I have built with sex workers has been invaluable. One example of this is a recent incident in one of the parlours, they had a punter disclose to one of the women that he was sexually abusing a child he was related to. They wanted to report the incident but didn't feel confident due to the work they did, they did not feel they would be believed so asked if I would contact the Police on their behalf. Once the incident was reported, I supported the woman involved to give a statement to the Police. This along with CCTV that was provided by the Parlour meant the individual was subsequently identified and arrested.'

Bradford

This year the Bradford team managed to deliver all essential prevention services to the targeted most at-risk populations; MSM groups, African communities & commercial sex workers. Outreach and POCT was done at Pride events (Bradford, Keighley, Silsden & Ilkley), Refugee Week, refugee community groups, colleges, University and faith communities. We also continued our face to face outreach activities through online platforms targeting MSM, African communities and commercial sex workers. During National HIV Testing Week, our staff targeted African barbers with the aim of using them as distribution centers for HIV self-testing kits as part of the national HIV Prevention England campaign. We also conducted outreach activities at the Broadway Centre jointly with other sexual & public health service providers: Locala, Hale and Step2. Our staff continued participation in BIASAN women's group sessions enabled us to disseminate sexual and reproductive health information to migrant women.

Workshops at peer support groups

Structured workshops were delivered to people living with HIV (PLWH) & young LGBTQ+ peer support groups (BLAGY) covering topics around mental health, health and wellbeing strategies and safer sex practices. Fortnight peer support group sessions were conducted with People living with HIV, with sessions focused on workshop topics like; holistic wellness, nutrition, positive living, and goal setting. In BLAGY there was a positive rise in young people requesting safer sex and sexual health related sessions. Our workshops covered kink, navigating sex safely (including accessing sexual health), body confidence, negotiating sex and consent in queer relationships. We have discussed mental health regularly, with particular focuses on gender euphoria, and sharing feelings and tips on when the young people most feel affirmed in who they are. For many young people, they cited BLAGY as the space where they feel most affirmed and safe in their true gender. BLAGY sessions continued to run every Wednesday evenings in person and online alternatively. We delivered a total of **57 peer support** sessions during this period.

Outreach

Our targeted outreach activities were aimed at raising awareness (prevention), and reducing stigma and discrimination to the communities we support. We did outreach to key events like Prides, WAD, National HIV Testing Week, Refugee Week & Freshers. We also continued our outreach to faith organisation and through online platforms. We reached out to a total of **3427** people during these sessions, and **3742** through digital platforms like Facebook, Twitter, Instagram & Grindr.

Training to professionals

This year our basic HIV & LGBTQ+ awareness trainings targeted nursing homes, barbers, and health, educational and social workers. In these trainings, all participants indicated an increase in knowledge in meeting the needs of people living HIV and LGBTQ+ communities. A total of **328** professionals who included health practitioners, social workers and those working education received training on these topics in Bradford.

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Clinic in a box and sexual health hub

Monthly Clinic in a box session by the Locala nurses progressed steadily, with an average of 4 people seen in each session. In the last quarter, a new monthly LGBTQ+ one-stop hub was established to cater for various support needs of the members of this group in Bradford. This new group has brought together our LGBTQ+ team, GOW, Locala & Step 2, and its gaining momentum with numbers of people increasing in each session. In these sessions **55** people were attended to at our premises and **12** referrals made to sexual health services.

New developments

Bradford MESMAC started doing monthly drop-ins (Your Space) at Bevan House Healthcare Trust. Multi-agencies are given space to address the needs of the migrant populations, and this has created a great opportunity for those in need of health, sexuality and gender support. In these sessions, we have met new people who needed support and have since been referred to relevant services. Our staff also started doing regular outreach to domestic violence groups to give service users information about safer sex practices.

As to cater for the needs of young trans people, we had specific workshops delivered by the gender outreach worker (GOW) to give much needed information and advice and those over 18 have also attended the LGBTQ+ Hub to get advice and information too. This year we also had Mind Makers for ages 17-30 which is an art, hobby and creativity group which has had consistent attendance and service users have commented on how much they enjoy the group. Our group Neuro-Queer has also been very well attended and has had much interest both internally and from other organisations and services, overall it has been helpful for the service users to reduce health inequalities faced by Neurodivergent LGBTQ+ populations and to educate and advise this community on how best to advocate for their own needs as neurodivergent people but also to understand they are not alone in their situations. This year Neuro-Queer focussed on positives and negatives of neurodiversity, managing burnout, navigating sensory triggers, self-advocacy and help with referrals for Autism and ADHD. Both Mind Makers and Neuro-Queer run twice per month and have consistent user engagement.

A member of our team attended a STIF training with the view of expanding our testing service to deliver other STIs testing & screening.

COMMUNITY DEVELOPMENT

Our community development projects aimed to increase our communities' collective capacity to deliver services which improve health and wellbeing.

Older LGBTQ+ people

Sage supports older LGBTQ+ people in Leeds and Older and Bolder supports LGBTQ+ older folk in Bradford who are experiencing social isolation and loneliness through the provision of a drop-in service and other events, provision of volunteer support and developing opportunities to volunteer, while building the skills of the professionals who work with them.

Although funding for The Sage project came to an end in 2021, The Board of Trustees, decided that at the height of a pandemic it was not acceptable to leave some of our most vulnerable service users isolated therefore they agreed to invest charitable funds to keep the group and service running. Sage is now a self-sustaining group that continues to meet in our Leeds office. Older and Bolder are now run by Bradford Equity Partnership.

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GOW - Gender Outreach Workers

Over the last year the team have implemented new aspects of the role. This includes direct outreach to people on the main GIS waiting list. From this we are getting positive feedback that it's helpful. Those who can't be reached by phone are being sent a letter inviting them to contact us which includes details of what GOWs can offer and groups the team run. Attendances at groups is increasing at a sustainable rate and is partially from the waiting list calls, but also because the numbers of people GOWs are having contact with is increasing and social media is being utilised in a more productive way. Outreach to statutory, community and 3rd sector organisations is ongoing, making people aware of the GOW service and what is on offer. This appears to be showing positive results through increased numbers of professionals contacting the GOW phoneline seeking support for their service users.

Healthy Communities Together:

Healthy Communities Together, (HCT) aims to encourage a cultural shift in how we tackle health inequality in Leeds. At its core, HCT is a collaboration between organisations dedicated to serving marginalised communities and addressing health inequalities. Specifically, it brings together the Leeds Asylum Seeker Support Network, Leeds GATE representing Gypsies and Travellers, BASIS Yorkshire supporting Sex Workers, and Yorkshire MESMAC advocating for Trans+ people.

The partnership involves Leeds City Council Public Health and Leeds Health and Care Partnership. The project is funded by The National Lottery and is supported by The Kings Fund, who provide hands on consultation and policy advice. HCT Leeds was chosen out of 260 applications nationwide for its innovative approach and is the sole project of its kind among the five final funding recipients running across the country. Now well into phase 2 of the work.

One of the defining aspects of HCT is its collaborative and positive exploration of partnership working. It bridges the gap between the voluntary sector and statutory organisations, seeking new and effective ways to benefit marginalised communities. By pooling their collective wealth of experience and knowledge, senior leaders from Leeds City Council Public Health, Leeds Health and Care Partnership, and the third sector demonstrate their commitment to moving beyond traditional divisions and silos and embracing a more inclusive narrative.

Through its commitment to co-production methods and trauma-informed practices, HCT confronts the prevailing "us and them" narrative and paves the way for collaboration that transcends established boundaries. By disrupting patterns that perpetuate inequalities, HCT explores new possibilities for collaboration, sets an example for future projects and seeks to support other groups who may wish to work in this collaborative way; embracing complexities.

What makes HCT valuable is our recognition of the vital contributions and experiences of marginalised communities. Rather than viewing them as passive recipients of support, HCT emphasises their agency and actively seeks their input. By championing the voices of these communities, HCT offers a powerful opportunity to reshape policies and systems based on their lived realities. It challenges us to reevaluate the traditional power dynamics and place those who have been marginalised at the centre of decision-making processes.

HCT's value extends far beyond monetary considerations. It fosters social value by embedding an ethos of social change in a system that often falls short. By identifying alternative access routes and improving early presentation in services, HCT enhances the overall well-being of marginalised individuals. The collaboration among the four VCS organisations, three of whom are previous GSK award winners, provides an exceptional reach into communities facing the most challenging health outcomes. Through HCT, these organisations have a direct line of communication with leaders, ensuring that the ideas and needs of these communities reach the right people. This is aided by the strength of

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the partnership, who have active knowledge of current structures and connections to senior leaders, who can be held accountable for the changes that need to be made. HCT seeks to close the feedback loop, to make sure that the communities that we work with feel heard but also are reported back to on the progress that the system itself has made, just like any other professional working in this way.

MENTAL HEALTH AND WELLBEING

In the final quarter of the 22/23 financial year, we employed a designated coordinator for mental health and wellbeing. The 23/24 financial year has seen the Coordinator in post supporting the delivery of our mental health services as well as driving the development of new mental health projects. This financial year has also seen our mental health team develop into a cohesive entity with the Coordinator, Peer Support Worker and Community Development worker support one another with their respective projects as well as collaborate on shared work such as provision of Mental Health resources for Pride.

Counselling:

Counselling continues to be delivered remotely via Zoom or telephone; The majority of service users and counsellors alike continue to prefer remote counselling options.

In 23/24 72 people accessed our counselling service with each service user offered between 6 and 8 sessions.

Our counselling in 23/24 was delivered alongside HIV prevention work in Bradford and Leeds, to support people living with HIV in Bradford and as part of suicide prevention programmes focusing on reducing suicide risk and poor mental health in LGBT+ populations in Leeds and Bradford.

Wellbeing Support Sessions (Bradford)

Co-counselling Wellbeing Support Sessions are offered on-line through Zoom. Sessions are offered weekly for 1.5 hours. There is a strong demonstration of individual commitment to the group and peers through regular group attendance. Referrals to the group continued throughout the period. Reporting from the group has shown positive outcomes as service users have reported high satisfaction with the support they have found in the community around these groups.

Total Sessions delivered: 52

Total Attendances: 193

Average attendance per session: 4

Newcomers: 3

Online Therapeutic workshops (Bradford):

Therapeutic workshops this period included new and returning attendees. These sessions are open to the LGBTQ+ community and tailored around the emerging needs and requests from regular group members as to what they would find helpful to address. Workshop themes include: peer mentoring skills, 'common' issues experienced by LGBTQ+ people, destructive behaviours, eating disorders, gender identity, racism and LGBTQ+ issues, drugs and alcohol, asylum status impact on mental health. As attendees have become increasingly engaged in the service, they have begun to inform the topics of these workshops exploring topics that are personally pertinent to their experience.

Total workshops delivered 12

Total Attendances: 49

Average attendance per session: 4

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Keep Your Head

From November 2023, we began delivery of the new mental health project Keep Your Head, a program of work centered around supporting people living with HIV to stay engaged with HIV support services, thus far this has included the development of sessions to be delivered in partnership with our Bradford based peer support group and the creation of a survey to build information on what challenges there are that may cause people to become lost to care. As part of the development for this work our coordinator attended the HIV Stigma reduction symposium in Birmingham attending a range of discussions around how stigma affects people living with HIV and speaking on the closing panel about how best to combat this. This work continues into the 24/25 financial year with the goal to have a resource of the learning from this project to be released in time for World Aids Day 2024.

Peer support work

Yorkshire MESMAC are part of a carefully selected consortium of providers delivering towards the community mental health transformation programme in Leeds. These 4 voluntary sector organisations bring reach and specialisms to support the statutory sector work with those experiencing serious mental health. MESMAC employ a Peer support worker who provides one to one support to people referred into the program from primary care.

In the past financial year delivery has begun on this project with the Peer Support worker providing 1 to 1 appointments throughout the Leeds area, furthermore Yorkshire MESMAC has proven a valuable part of the partnership sitting on service development meetings and providing our expertise around referrals and how best to reach communities who experience barriers to accessing mental health services.

Suicide prevention peer support in Leeds

In 23/24 we concluded our project with LCF to address suicide in LGBT+ communities. The project provided counselling to many LGBT folk in Leeds delivered by counsellors who were either LGBT+ themselves or had received training from us on how to support people from LGBT+ communities. Alongside the counselling our peer support group led by LGBT+ community members concluded however the attendees have since formed a network of engaged service users who have engaged with providing feedback and development of YM mental health services. With this project's conclusion, the mental health team is seeking further funding through Awards for All to continue providing counselling in Leeds, as this has proven an extremely valued service in local communities.

Bradford mental health services for LGBT+ people

Alongside our funding, which supports LGBT+ folk to access therapy (provided by our counselling services or through IAPT), we continue to deliver direct community development work for LGBT+ folk in Bradford and Craven NHS districts. In 23/24 our Community Development Worker for Mental Health and Young People developed and delivered a range of groups which continue into the current financial year. These groups work includes group work with LGBT+ young people, creative mindfulness groups for wider age ranges and a group for neurodivergent LGBT+ youth, these groups have a significant number of regular attendees.

The CDW has also engaged in training and outreach for LGBT+ mental health throughout the Bradford area including an appearance discussing the group work they provide on local radio.

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FINANCIAL REVIEW

Income in 2023-24 was £1,449,784 which was below previous year's income caused by a reduction in the value of contracts for Bradford. Our unrestricted net income increased to a surplus of £53,781, there was a deficit on restricted funds of £17,270 giving a net income for the year of £36,511. Unrealised gains on investments during the year were £181,359. Cash used in operating activities was £10,155.

Our income from other trading activities decreased slightly to £54,776 as a result of changes in rental income in Bradford.

We have continued to manage some small grants for emerging community groups. The income from our Trading Company allows trading income generated to be entirely ring fenced from grant funding.

Reserves

The Board of Trustees (BOT) regularly reviews the charity's reserves requirement. Based on this our policy is to aim to maintain at minimum three months of budgeted expenditure as net current assets in reserves with the aim of reaching 6 months and to include monies to cover 100% outstanding commitments on our leasehold properties, calculating a minimum commitment on all leases of 5 years and including the cost of any required dilapidations and reparation works to the buildings.

The overall target this year using our budgeted expenditure is £1,078,890 the present level of net current assets and fixed asset investments available to the charity is £2,353,875 which means we have exceeded our overall target this year.

The Trustees aim to use funds from these cash balances to support the organisation's development in particular our Mental Health and Wellbeing offer and supporting our properties.

In the current economic climate, we feel it is essential that we maintain a strong reserve position and ensure the most appropriate use of funds. Our focus is on ensuring that investment in long term operational and financial sustainability has the highest impact on the needs of our service users.

Review of Reserves

The charity had total reserves at the end of the reporting period of	£ 2,522,263
Amount restricted to specific use by funders was	£ 150,493
Leaving unrestricted amounts designated of	£ 2,371,770
With unrestricted funds are amounts designated of	
Property & Leasehold Improvements	£ 168,388
Mental Health & wellbeing Services	£ 36,131
Rotherham Contract	£ 4,088
Leeds Prevention Contract	£ 61,933
Total	£ 270,540
The general fund remaining after designations is	£ 2,101,230

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Going Concern

As Trustees we consider that there are no material uncertainties about the charitable company's ability to continue as a going concern over the next reporting cycle. We have formed this view based on the following factors: -

- Our current contract and financial performance plus cash and investments position together with our prudent reserves policy
- We have multiple funding streams and, a well-developed management and governance structure, which has an inbuilt flexibility to adapt to mitigate potential loss of contracts which is further mitigated as employees working on such contracts would be covered by TUPE to transfer to a new service provider
- We actively manage business risks. We adopt a planning process, including budget projections which takes into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.
- Given the timeframes inherent in the main areas of our funding the charity would have time to plan and reconfigure the organisational structure in line with any radical change in income and potential geographical reach.

Remuneration policy for key management personnel

The overall goal of Yorkshire MESMAC's pay policy is always to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and/or deliver the charity's aims.

Trustees are ultimately responsible for setting remuneration levels for the charity's senior staff.

In deciding levels of pay and rewards Trustees consider:

- the purposes, aims and values of the charity and its beneficiaries needs
- how this impacts on overall pay policy for all employees, and for the senior staff in particular, including whether a 'discount' compared with pay for similar roles in other sectors is appropriate
- the types of skills, experiences and competencies that the charity needs from its senior staff, the specific scope of these roles and the link to pay
- the charity's current business plan and how the implementation of this plan may affect the number of senior staff the charity needs to employ or recruit and the nature of these roles
- the charity's ability to pay – this includes the cost to the charity of raising pay, and whether it is sustainable, and how appropriate the level of pay, and any pay increase, is in the context of the charity, as measured against the needs of its charitable purposes and beneficiaries
- the likely impact on, and views of, beneficiaries, donors, funders, volunteers and potential volunteers, where appropriate

Yorkshire MESMAC senior management team (currently Operations Managers, and CEO) are linked to the appropriate point on the NJC pay scale, decided by the criteria above. Trustees review of senior pay at regular intervals to ensure we offer fair pay to attract and retain skilled staff.

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Principal sources of funding

Though principal sources of funding continue to be from government grants for example HIV prevention in, Hull and Leeds, are provided through local authorities, there is a growing move towards being sub-contract via a 'head' contract held by a clinical partner. This is the model in Rotherham where we are sub-contracted by Rotherham NHS Foundation Trust and is the new model for Bradford going forward where we will be subcontracted by Locala.

The psychological therapies part of our mental health work in Bradford is commissioned by Bradford District Care Trust. Bradford Districts Clinical Commissioning Group supported online outreach and resources developed by LGBTQ+ young people to improve mental health and wellbeing.

Bradford local authority funds the Older People's Day Opportunities Project and working to prevent suicide in LGBTQI+ communities. While Hull City Council funded the development of a BAME Health Network.

Comic Relief funded the Men's Total Health Project which this year saw us deliver the final product a short film, promotion the mental health benefits of sports and physical activity.

Investment policy

Investment Objective

To hold sufficient unrestricted reserves to meet the reserves policy designed to maintain the charity through difficult financial periods and to maintain the real value of those reserves and to generate income from those reserves to supplement the costs of providing the range of services provided by Yorkshire MESMAC.

To maintain sufficient liquidity in the form of bank deposits to cover any short-term liquidity requirements.

To invest any additional reserves above a liquidity requirement with a total return investment objective seeking income generation with an additional aim of at least maintaining the value of those reserves over time after adjusting for RPI inflation.

Risk Profile

The Investments are to be managed at a medium level of risk. This means that there will be moderate risk to the invested capital but increased opportunities for longer-term growth in both capital and income. The prospects of short-term volatility are consequentially greater.

The investment portfolio will be broadly balanced between equities and non-equities by the use of cash deposits and collective investments exposed to a diversified spread of equities and fixed interest investments. There may be some exposure to other asset classes within such funds.

Investment Restrictions

There are to be no specific investment restrictions.

Investment Management

The trustees have decided not to appoint a discretionary investment manager at this stage but to utilise collective investment funds to achieve diversification. It is felt that at this stage the likely overall value invested does not justify the costs of an external discretionary investment manager.

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The investments are monitored and reviewed by the Finance Administration Manager, the CEO and the Finance Business Development Committee on a regular basis four times per year.

Investment Valuations

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year. Our investment holdings were valued at £1,596,076 the balance sheet date.

Asset Collective Allocation (excluding cash deposits)

Charitable Investment Funds – 100%

Current Cash Assets

Current cash assets continued to be distributed across a number of unconnected banks to ensure the funds are secure and by managing these deposits carefully we have increased income modestly while managing risk. Our cash holdings at the balance sheet date were £697,361.

PLANS FOR FUTURE PERIODS (2024-25)

In order to meet our aims it is essential that Yorkshire MESMAC Group of Services protects current sources of funding and attracts additional and sustainable funding revenues. We know that local authorities' Public Health Budgets are under continuing strain and will continue to be so as a result of Covid-19. Taken together with competitive tendering we will need to continue to identify and develop new ways of working and new strategic partnerships/joint ventures local, regionally and nationally.

Marginalised communities that we work with shoulder a greater burden of poor mental health, than the general population, we see increasing our mental health offer as a key priority for the near future.

In order to improve the sexual health offer across our area we are committed to working in partnership with clinical colleagues, to improve their offer and widen our own to Most at Risk Populations (MARPS). We know that HIV and STIs are not a static or stable epidemic; as it changes we must react in order to ensure that those at most risk and those in most need are properly served. As new technologies emerge and become financially viable we need to harness them and ensure that those who can benefit from these developments. For example, PrEP is now routinely available on the NHS. However, not everyone who would benefit from it are accessing PrEP. Therefore, we are committed to taking action that lowers institutional and knowledge barriers to access PrEP and we will redouble our efforts to ensure that women and Black African people in particular have equitable access to PrEP.

We are delighted to host workers from the Leeds Gender Identity clinic; and are excited by the service's growth in the pass year however, we know we can and must do more. Including better training for our people on Trans+ issues. We will continue to work with Trans+ groups across our footprint to increase access and capacity and appropriateness of local services.

We will increase the scope and depth of the offer across our present patch. Including improving our mental health offer for Lesbian, Gay Bisexual and Trans+ communities. Underpinning our growth is a commitment to using technology to communicate with and educate our target communities as well as making our services as barrier free as possible for users and potential service users. We will continue to

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invest in technology and share our learning with other organisations across the sector; including what we have learned from Covid-19 in terms of blended delivery and staff work life balance.

As Trustees we are confident that the Charity is an ongoing concern and we look forward to another year, marked by dedication, creativity and high-quality delivery.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Yorkshire MESMAC is a company limited by guarantee, first registered on 12th August 1994, number 2958336 and was registered as a charity on 24th August 1994, number 1040407. The company was established under a Memorandum of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment, Appointment and Induction of Trustees

The Directors of the Company are also Charity Trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees (BOT). Potential Trustees are recruited via our website, through word of mouth and recommendations, the local voluntary sector volunteer units and recruitment via interested individuals and users of our service plus local relevant press. Health, finance, legal, administrative, personnel, training, strategic planning, safeguarding, local health commissioning and social care skills are represented on the Board of Trustees. The Trustees wish to ensure that the makeup of the BOT fully represents the breadth of the communities we serve and is actively recruiting to address this issue. The BOT have also reviewed the skills mix on the board and continue to develop a supportive and effective induction process for new trustees.

Under the requirements of the Memorandum and Articles of Association Trustees are formally appointed at the Annual General Meeting, also at every Annual General Meeting one-third of the Trustees retire by rotation. The Trustees who retire by rotation are those who have been longest in office since their last appointment or reappointment. Other Trustees can be appointed throughout the year and have their appointment formalised at the Annual General Meeting.

Our process of Trustee appointment and induction is.

- 1) Potential new Trustees are asked to complete an Expression of Interest form along with our skills mix profile, which are sent to the chair.
- 2) The chair then has a discussion with the interested person to explain what the role involves in terms of time and commitment and the skills they can bring to the organisation, and can benefit from in return. This meeting is also to give a potential Trustee the tools they need to contribute to the BOT (e.g. explanation of jargon, acronyms), and to discuss any needs they may have to allow them to participate fully in BOT (e.g. childcare, sign language interpreter).
- 3) Potential BOT members receive an information pack and are invited to attend three meetings as observers, this gives them a chance to ask questions and gain an overview of the organisation and their potential role within it.
- 4) If a Trustee is returning with less than a gap of three years, they observe at one meeting.
- 5) All Trustees introduce themselves at the beginning of meetings when there are new people in attendance.
- 6) Following attendance at three meetings the BOT make a decision whether to invite the potential Trustee to join the BOT, in the case of a returning Trustee (see above) the decision can be made after one meeting.

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- 7) The chair contacts the potential Trustee to get their feedback, address any concerns expressed by them or the BOT, clarify the role of the BOT within the organisation and establish if they are still happy to join the BOT.
- 8) When new Trustees want to visit any projects they make arrangements themselves via contact information given by Senior Management.
 - Enhanced DBS checks are carried out on all Trustees, before they are registered as a director at Companies House.
 - Within one month of joining as a Trustee there is a requirement to complete an online Level 1 Safeguarding course, for both Adults and Children.
 - A "Buddy" arrangement for new Trustees has been developed, which pairs them with an existing Trustee, who provides practical support, and answers any questions they have for example; about the organisation or specific agenda items. The "Buddy" relationship has no specified end date, and lasts as long as the new Trustee feels it is helpful.

The Trustees are kept up to date with the practical work of the charity through their individual involvement in the work of the charity and their committee work. Yorkshire MESMAC has four regional offices in Bradford, Hull, Rotherham, Leeds.

Organisational Structure

Yorkshire MESMAC currently has a Board of Trustees (BOT) of 11 members from a variety of professional and personal backgrounds relevant to the work of the charity. They meet four times a year as a full Board and attend a further 4 Sub Committee meetings. They are responsible for the strategic direction, policy monitoring and development, employment procedures and proper fiscal oversight of the charity. They review strategic plans for the organisation in line with negotiated contracts in order to ensure that the highest quality services are provided for our target groups. Further aims of the BOT are to maintain an overview of the organisation, to safeguard the values and principles of the organisation.

The Board appoints a Chair, Vice Chair and Treasurer and there is a Lead Safeguarding trustee. The Finance/Administration Manager sits on the BOT as Company Secretary but has no voting rights.

The Trustees can appoint one or more committees of three or more Trustees to perform any function or duty, which the Trustees agree would be better carried out by a committee. At present the three core committees are Finance and Business Development (FBD) Governance (G) and Human Resources (HR). All Committees have a minimum membership of three Trustees and one senior staff member. This year, the Board has set up a separate sub group to develop and oversee the Equality, Diversity and Inclusion (ED and I) strategy. This group will report directly to the Board and report progress at each Board meeting.

Each Trustee is member of one committee and the committees report back, via their chair, to the main BOT meetings which are 4 times a year, including the AGM. This allows Trustees to have a greater chance to contribute to the governance of the charity.

The Governance Committee leads on the policy review of the organisation, with input from the HR and FBD committees (where appropriate); reviews the organisational Risk Register and is responsible for maintaining the skills audit of the Trustees. The HR Committee has continued to streamline the procedures for recruitment of staff, volunteers and trustees and the Finance and Business Development Committee has continued its work overseeing the financial procedures and funding developments within the organisation.

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for the year ended 31 March 2024

Annually the BOT has an Away Day to discuss the progress of the Business Development and Strategic Plan for the organisation. The Senior Management Team are invited join them for the latter part of the meeting.

A Scheme of Delegation is in place within the organisation and day to day responsibility for the provision of the service rests essentially with the Chief Executive, who has regular 121s with the Chair of the BOT.

The Chief Executive takes responsibility for negotiating contracts, ensuring that contract obligations are met and works closely with the Operations Manager and Service Co-ordinators with relation to staff workload and implementation of agreed work plans and with the Finance/Administration Manager (FAM) on financial management.

The CEO and Operations Manager have responsibility for the day to day operational management of Yorkshire MESMAC and the overall management of staff supervision. The Operations manager ensures that the team continues to develop their skills and working practices in line with good practice following the departure of one operations manager the lead on systems including property and IT infrastructure sit with the CEO with support from the Admin and finance team. The FAM has responsibility for the day to day financial management of organisation and manages the Admin/Finance Team.

Given the ongoing development of Yorkshire MESMAC group of services, the Trustees in partnership with staff continue to review our aims ensuring that they reflect the needs of our expanding service user groups.

Risk Management

The major risks, to which the charity is exposed, as identified by the Trustees and staff, are managed through the remit of the Committee system which regularly updates the Organisational Risk Register in partnership with the Senior Management Team.

Areas of risk assessed and mitigations put in place include:

- ❖ **Governance**
- ❖ **Operations**
- ❖ **Financial**
- ❖ **External Factors**

Procedures are in place to ensure compliance with Health and Safety of staff, volunteers, service users and visitors to the Yorkshire MESMAC buildings.

The Serious Incident Policy ensures that any risks are managed effectively, in a timely manner and with the involvement of all senior management, trustees and governing bodies.

The Governance Committee is the main driver of the review of all policies and procedures and ensure that they continue to meet the needs of the charity.

All BOT members and senior staff annually update their Declaration of Interest forms and all BOT meetings have this as a standing item on the agenda to ensure all potential clashes of interest are highlighted and acted upon.

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2024

Statement of responsibilities of the trustees

The trustees (who are also directors of Yorkshire MESMAC for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

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

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

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2024

Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 13th November 2024 and signed on their behalf by

Steve Bridge

Chair

Independent auditors' report
to the Members and Trustees of
Yorkshire MESMAC

Opinion

We have audited the financial statements of Yorkshire MESMAC (the 'parent charitable company') and its subsidiary for the year ended 31 March 2024, which comprise the Consolidated Statement of Financial Activities (including the income and expenditure account), the Balance Sheets of the group and the parent charitable company, the Consolidated Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2024, and of the group's 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 and the Charities Act 2011.

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 group and 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 group's or parent 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 trustees' 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.

Independent Auditor's Report (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; 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 our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 23, 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 group's and parent 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 group or parent charitable company or to cease operations or have no realistic alternative but to do so.

Independent Auditor's Report (continued)

Auditor's responsibilities for the audit of the financial statements

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

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

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

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

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 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

**Independent Auditor's Report
(continued)**

Christy Yun Hing Lau FCCA CTA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

17th December 2024

Slade & Cooper Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act
2006

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	5,812	-	5,812	3,329
Charitable activities:	4	1,133,532	246,841	1,380,373	1,393,190
Other trading activities	5	54,776	-	54,776	62,164
Investments	6	8,823	-	8,823	3,426
Total income		1,202,943	246,841	1,449,784	1,462,109
Expenditure on:					
Raising funds	7	10,351	-	10,351	9,981
Charitable activities:	8	1,138,811	264,111	1,402,922	1,427,442
Total expenditure		1,149,162	264,111	1,413,273	1,437,423
Net income/ (expenditure) before net gains/(losses) on investments		53,781	(17,270)	36,511	24,686
Unrealised gains/(losses) on investments		181,359	-	181,359	797
Net income/(expenditure) for the year	10	235,140	(17,270)	217,870	25,483
Transfer between funds		(4,689)	4,689	-	-
Net movement in funds for the year		230,451	(12,581)	217,870	25,483
Reconciliation of funds					
Total funds brought forward		2,146,453	163,074	2,309,527	2,284,044
Total funds carried forward		2,376,904	150,493	2,527,397	2,309,527

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

A full comparative SOFA is available on the last page of the financial statements.

Yorkshire MESMAC
Company number 02958336

Balance Sheets
as at 31 March 2024

	Note	The Group		The Charity	
		2024	2023	2024	2023
		£	£	£	£
Fixed assets					
Tangible assets	15	168,388	179,171	168,388	179,171
Investments	16	1,596,076	1,414,717	1,596,076	1,414,717
Total fixed assets		1,764,464	1,593,888	1,764,464	1,593,888
Current assets					
Debtors	19	97,525	79,668	95,513	84,196
Cash at bank and in hand		697,361	698,693	694,812	683,938
Total current assets		794,886	778,361	790,325	768,134
Liabilities					
Creditors: amounts falling due in less than one year	20	(31,953)	(62,722)	(32,526)	(61,533)
Net current assets		762,933	715,639	757,799	706,601
Total assets less current liabilities		2,527,397	2,309,527	2,522,263	2,300,489
Net assets		2,527,397	2,309,527	2,522,263	2,300,489
The funds of the charity:					
Restricted income funds	21	150,493	163,074	150,493	163,074
Unrestricted income funds	23	2,376,904	2,146,453	2,371,770	2,137,415
Total charity funds		2,527,397	2,309,527	2,522,263	2,300,489

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 32 to 53 form part of these accounts.

Approved by the trustees on 13/11/2024 and signed on their behalf by:

Sue Pascoe (Treasurer)

Yorkshire MESMAC
Consolidated Statement of Cash Flows
for the year ending 31 March 2024

	Note	2024 £	2023 £
Cash provided by/(used in) operating activities	26	(10,155)	9,512
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		8,823	3,426
Cash provided by/(used in) investing activities		8,823	3,426
Increase/(decrease) in cash and cash equivalents in the year		(1,332)	12,938
Cash and cash equivalents at the beginning of the year		698,693	685,755
Total cash equivalents at the end of the year		697,361	698,693

Notes to the accounts for the year ended 31 March 2024

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Yorkshire MESMAC meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Group financial statements

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Yorkshire MESMAC Trading Ltd. on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure account are not presented for the charity itself following exemptions afforded by section 408 of the Companies Act 2006.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

There are no key judgments which the trustees have made which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Notes to the accounts for the year ended 31 March 2024 (continued)

d Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised and refer to the trustees' annual report for more information about their contribution.

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

f Interest receivable

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

g Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Notes to the accounts for the year ended 31 March 2024 (continued)

h Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading and its associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

j Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

k Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Freehold building	2%
Fixtures and Fittings	25%
Computer Equipment	33%
Leasehold improvements	over the lease period

At the date of first time transition to FRS102 (1st April 2014) the trustees have chosen to use an estimate of fair value as the deemed cost of the freehold building. There is no obligation to periodically revalue.

l Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

m Debtors

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

Notes to the accounts for the year ended 31 March 2024 (continued)

n Cash at bank and in hand

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

o Creditors and provisions

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

p Financial instruments

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

q Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

The money purchase plan is managed by Legal and General and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.50% and this is deducted from the investment fund annually. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2024 £
Donations	5,812	-	5,812
Total	5,812	-	5,812
Previous reporting period			
	Unrestricted £	Restricted £	Total 2023 £
Donations	3,329	-	3,329
Total	3,329	-	3,329

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2024 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	176,300	-	176,300
Gilead	-	20,000	20,000
Hull City Council	450,000	-	450,000
Leeds City Council	278,450	-	278,450
Rotherham NHS Foundation Trust	168,000	-	168,000
Mental Health & Wellbeing			
NHS West Yorkshire ICB	-	25,644	25,644
Bradford District NHS Foundation Tst	24,300	-	24,300
Gilead	-	12,362	12,362
Peer Support - Leeds MIND	-	27,883	27,883
Community Development			
Bradford MDC	-	(14,504)	(14,504)
DVA Voices	-	20,919	20,919
NLCF & The Kings Fund	-	149,617	149,617
Other Sundry Grants (below £10k)	20,067	4,920	24,987
Subtotal for Grants and SLAs	1,117,117	246,841	1,363,958
Fees and Other Income			
Training, consultancy & other	16,415	-	16,415
Total	1,133,532	246,841	1,380,373

Notes to the accounts for the year ended 31 March 2024 (continued)

4 Income from charitable activities cont.

Previous reporting period

	Unrestricted £	Restricted £	Total 2023 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	220,100	-	220,100
Hull City Council	450,000	-	450,000
Leeds City Council	265,177	-	265,177
Rotherham NHS Foundation Trust	168,000	-	168,000
UK Health Security Agency	-	21,104	21,104
Mental Health & Wellbeing			
NHS West Yorkshire ICB	-	25,643	25,643
Bradford District NHS Foundation Tst	24,284	-	24,284
Leeds Community Fndn	-	23,072	23,072
Touchstone	-	24,246	24,246
Other Sundry Grants (below £10k)	-	5,073	5,073
Community Development			
Bradford MDC	3,000	20,783	23,783
British Council	-	(26,294)	(26,294)
NLCF & The Kings Fund	-	147,486	147,486
Other Sundry Grants (below £10k)	8,342	6,965	15,307
Subtotal for Grants and SLAs	1,138,903	248,078	1,386,981
Fees and Other Income			
Training, consultancy & other	6,209	-	6,209
Total	1,145,112	248,078	1,393,190

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

5 Income from other trading activities

	2024 £	2023 £
Rental Income	17,936	27,164
Commercial Trading Operations		
Yorkshire MESMAC Trading Ltd.	36,840	35,000
	54,776	62,164

All income from other trading activities is unrestricted.

6 Investment income

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

7 Cost of raising funds

	2024 £	2023 £
Commercial Trading Operations		
Trading Subsidiary Direct Costs	10,351	9,981
	10,351	9,981

All expenditure on cost of raising funds is unrestricted.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

8 Analysis of expenditure on charitable activities

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2024 £
Staff costs	36,738	654,592	92,215	14,687	798,232
Overheads	67,669	110,270	9,915	3,035	190,889
Project costs	45,157	112,619	28,988	170	186,934
Depreciation	10,783	-	-	-	10,783
Volunteers	-	382	-	-	382
Governance costs (see note 9)	8,858	35,701	4,397	798	49,754
Support costs (see note 9)	34,631	112,488	16,164	2,665	165,948
Total	203,836	1,026,052	151,679	21,355	1,402,922

	2024 £	2023 £
Restricted expenditure	264,111	212,675
Unrestricted expenditure	1,138,811	1,214,767
	1,402,922	1,427,442

Previous reporting period

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2023 £
Staff costs	40,082	656,479	64,225	10,034	770,820
Overheads	32,220	150,282	16,661	4,644	203,807
Project costs	37,254	125,266	24,947	273	187,740
Depreciation	11,040	-	-	-	11,040
Volunteers	791	552	30	7	1,380
Governance costs (see note 9)	13,624	38,704	3,001	282	55,611
Support costs (see note 9)	48,274	137,138	10,635	997	197,044
Total	183,285	1,108,421	119,499	16,237	1,427,442

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

9 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2024 £
	Time spent or by floor area			
Staff costs	area	149,135	39,554	188,689
Office costs	Floor area	16,813	-	16,813
Audit fees	Governance	-	5,800	5,800
Accountancy services	Governance	-	4,400	4,400
		165,948	49,754	215,702

Previous reporting period

	Basis of apportionment	Support £	Governance £	Total 2023 £
	Time spent or by floor area			
Staff costs	area	175,977	45,108	221,085
Office costs	Floor area	21,067	-	21,067
Audit fees	Governance	-	6,285	6,285
Accountancy services	Governance	-	4,218	4,218
		197,044	55,611	252,655

10 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2024 £	2023 £
Depreciation	10,783	11,040
Operating lease rentals:		
Property	53,400	44,651
Other	3,510	4,960
Auditor's remuneration - audit fees	4,833	5,050
Auditor's remuneration - accountancy fees	3,667	3,515

Notes to the accounts for the year ended 31 March 2024 (continued)

11 Staff costs

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	838,894	819,534
Social security costs	67,455	71,288
Pension costs	59,310	54,204
Staff related costs	24,540	39,362
Redundancy	-	10,278
Holiday Pay	(3,278)	(2,761)
	986,921	991,905
Allocated as follows:		
Charitable activities	798,232	770,820
Support costs	149,135	175,977
Governance costs	39,554	45,108
	986,921	991,905

One employee has employee benefits between £60,000 and £70,000 (2023: Nil in excess of £60,000).

The average number of staff employed by the group during the period was 34 (2023: 33).

The average full time equivalent number of staff employed by the group during the period was 28 (2023: 27).

The average number of staff employed by the charity during the period was 34 (2023: 33).

The average full time equivalent number of staff employed by the charity during the period was 28 (2023: 27).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, both Technical & HR Operations Managers and the Finance Manager. The total employee benefits of the key management personnel of the charity were £175,218 (2023: £232,301).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or during the year (2023: Nil).

3 (2023: 5) Members of the management committee received travel and subsistence expenses during the year of £45 (2023: £639).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: nil).

Notes to the accounts for the year ended 31 March 2024 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

	2024 £	2023 £
NHS West Yorkshire ICB	25,644	25,643
Bradford District NHS Foundation Tst	24,300	24,284
Bradford Metropolitan District Council	161,796	243,883
Hull City Council	450,000	450,000
Leeds City Council	278,450	265,177
Rotherham NHS Foundation Trust	168,000	168,000
UK Health Security Agency	-	21,104
	1,108,190	1,198,091

There were no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity's trading subsidiary Yorkshire MESMAC Trading Ltd. gift aids available profits to the parent charity. Its charge to corporation tax in the year was:

	2024 £	2023 £
UK corporation tax at 19%/25% (2023: 19%)	-	-

Notes to the accounts for the year ended 31 March 2024 (continued)

15 Fixed assets: tangible assets
The charity

	Freehold Property	Leasehold improvements £	Fixtures & Fittings £	Computer equipment £	Total £
Cost					
At 1 April 2023	230,341	128,847	39,703	5,468	404,359
At 31 March 2024	230,341	128,847	39,703	5,468	404,359
Depreciation					
At 1 April 2023	62,108	117,909	39,703	5,468	225,188
Charge for the year	1,786	8,997	-	-	10,783
At 31 March 2024	63,894	126,906	39,703	5,468	235,971
Net book value					
At 31 March 2024	166,447	1,941	-	-	168,388
At 31 March 2023	168,233	10,938	-	-	179,171

There are no fixed assets held by the subsidiary company

16 Investments

	The group		The charity	
	2024 £	2023 £	2024 £	2023 £
Market value at the start of the year	1,414,717	1,413,919	1,414,717	1,413,919
Additions to investments at cost	-	-	-	-
Disposals at carrying value	-	-	-	-
Add net gain/(loss) on revaluation	181,359	798	181,359	798
	1,596,076	1,414,717	1,596,076	1,414,717
Cash held by investment broker pending reinvestment	-	-	-	-
Market value at the end of the year	1,596,076	1,414,717	1,596,076	1,414,717
Investments comprised:				
Listed investments	1,596,076	1,414,717	1,596,076	1,414,717
Cash held in the investment portfolio	-	-	-	-
	1,596,076	1,414,717	1,596,076	1,414,717

Investments are all carried at fair value and are all traded in quoted public markets. They are accumulation units in funds where investment income within the fund is reinvested in the fund. The increase in value is not shown separately as investment income but becomes part of the net unrealised gains or losses in overall market values of the funds at year end.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

17 Subsidiary undertaking

The Charitable company owns UK subsidiary company Yorkshire MESMAC Trading Ltd., a company registered in England, Co. No. 08432642. The company has no share capital and is limited by guarantee. It has one single member which is the charity Yorkshire MESMAC. The subsidiary is used for non-primary purpose trading activities.

Accumulated profits from the previous financial year are gift aided to the charitable company. A summary of the results of the subsidiary is shown below:

Profit and loss account	2024 £	2023 £
Turnover	36,840	35,000
Cost of sales	(30,436)	(25,065)
Administration costs	(1,270)	(897)
Taxation	-	-
Donation to parent charity	(9,038)	(9,768)
Net profit	£ (3,904)	£ (730)
Balance sheet	2024 £	2023 £
Fixed assets	-	-
Current assets	2,549	14,755
Creditors due in less than one year	(1,060)	(5,717)
Debtors due in less than one year	3,645	-
	£5,134	£9,038
Called up share capital	-	-
Profit and loss account	5,134	9,038
	£5,134	£9,038

18 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2024 £	2023 £
Gross income	1,443,337	1,452,857
Result for the year	221,774	26,212

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Debtors

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	53,189	35,163	53,189	35,163
Other debtors	7,809	2,000	5,797	2,000
Prepayments and accrued income	36,527	42,505	36,527	42,505
Amts due from group undertakings	-	-	-	4,528
	<u>97,525</u>	<u>79,668</u>	<u>95,513</u>	<u>84,196</u>

20 Creditors: amounts falling due within one year

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Short term compensated absences (holiday pay)	17,447	20,725	17,447	20,725
Other creditors and accruals	14,506	41,997	13,446	40,808
Amts due to group undertakings	-	-	1,633	-
	<u>31,953</u>	<u>62,722</u>	<u>32,526</u>	<u>61,533</u>

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

21 Analysis of movements in restricted funds

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Charitable Activities					
HIV & Sexual Health					
BAME Health Network	10,820	-	(10,820)	-	-
No More Misses - Gilead	-	20,000	(2,127)	-	17,873
See to it Yorkshire	11,341	-	(11,341)	-	-
Mental Health & Wellbeing					
Living Well	14,702	25,644	(34,749)	-	5,597
Bradford OPDG	15,785	(14,504)	(1,281)	-	-
Counselling Donations	6,878	-	(5,699)	-	1,179
CR - Men's Total Health	5,502	-	(5,502)	-	-
CNET	-	4,920	(2,263)	-	2,657
Creative Voices	7,020	-	(7,020)	-	-
Keep Your Head - Gilead	-	12,362	(7,130)	-	5,232
Leeds Community Fndn	12,177	-	(7,423)	-	4,754
Peer Support - Leeds MIND	-	27,883	(27,883)	-	-
Men in Health	2,154	-	-	-	2,154
Community Development					
Healthy Communities	66,286	149,617	(121,809)	-	94,094
Leeds Older People's Forum - Now Sage	(627)	-	(4,062)	4,689	-
CVEW	6,753	-	-	-	6,753
DVA Voices	2,933	20,919	(14,952)	-	8,900
Sundry small grants	1,350	-	(50)	-	1,300
Total	163,074	246,841	(264,111)	4,689	150,493

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

22 Analysis of movements in restricted funds cont.

Previous reporting period

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Charitable Activities					
HIV & Sexual Health					
BAME Health Network	21,077	-	(10,257)	-	10,820
See to it Yorkshire	-	21,104	(9,763)	-	11,341
Mental Health & Wellbe					
Living Well	9,395	25,643	(20,336)	-	14,702
Bradford OPDG	12,106	20,783	(17,104)	-	15,785
Counselling Donations	10,628	-	(3,750)	-	6,878
CR - Men's Total Health	8,988	-	(3,486)	-	5,502
CNET	4,779	(4,779)	-	-	-
Creative Voices	-	9,852	(2,832)	-	7,020
Leeds Community Fndn	-	23,072	(10,895)	-	12,177
Men in Health	-	24,246	(22,092)	-	2,154
Community Development					
Erasmus 19-20	36,744	(26,294)	(10,450)	-	-
Healthy Communities	9,724	147,486	(90,924)	-	66,286
Leeds Older People's					
Forum - Now Sage	4,602	-	(5,229)	-	(627)
Sage donations	1,200	-	(1,200)	-	-
CVEW	7,078	-	(325)	-	6,753
Queer Stories Donations	200	-	-	(200)	-
DVA Voices	-	6,965	(4,032)	-	2,933
Sundry small grants	1,350	-	-	-	1,350
Total	127,871	248,078	(212,675)	(200)	163,074

Notes to the accounts for the year ended 31 March 2024 (continued)

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
HIV & Sexual Health	
BAME Health Network	To develop a BAME Health Network in Hull.
No More Misses - Gilead	No More Misses – PrEP for women' is a tailored programme of work working with marginalised women to coproduce resources ensuring that they have the knowledge, skills and information needed to access PrEP and that clinical providers take active steps to reduce barriers to PrEP faced by marginalised women.
See to it Yorkshire	To deliver a series of tailored community based Mpox & STI screening clinics in partnership with clinical sexual health services in Bradford, Leeds & Rotherham, focusing on BAME LGBT+ folk, refugee & asylum seeking LGBT+ folk and GBT men.
Mental Health & Wellbeing	
Living Well Project	Bradford CCG grant funding for promoting social wellbeing for LGBT+ people living in the Bradford District.
Bradford OPDG	Day opportunities for older people in Bradford.
Counselling donations	Individual donations made to the counselling service.
CR - Men's Total Health	3 year project for GBT+ young men to boost self esteem and confidence through workshops encouraging physical activity.
CNET	To improve the mental well-being of the LGBT+ Adult population fo Bradford through therapeutic self-awareness groups and peer mentoring.
Creative Voices	Creative project for members of SAGE group (older LGBTQ+ adults in Leeds aged 50 -85 yrs) to creates much deeper and sustainable impact and engage new members, exploring the challenges of living and integrating.
Keep Your Head - Gilead	A programme to develop interventions to empower PLWH to keep accessing care and to support services in preventing people becoming lost to care at times of poor mental health.
Leeds Community Foundation	To improve the mental health of, and reduce suicidal ideation by LGBT+ folk in Leeds.
Peer Support - Leeds MIND	As part of Leeds peer support worker mental health transformation project, to provide one to one and group support for people with Serious Mental Illness within the LGBTQ+ community. Working in partnership with Leeds Mind, Leeds Survivor Led Crisis Services and Health for All.
Men in Health	In partnership with Touchstone, working with organisations in health & social care, to be the first point of contact for the Men's Action & Awareness Networks (MAAN) where they identify men who would benefit from further support and signpost/refer to VCSE organisations.

Notes to the accounts for the year ended 31 March 2024 (continued)

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
Community Development	
Erasmus	Grant provided through the Erasmus higher education exchange programme for staff and organisation development.
Healthy Communities	To reduces early deaths among marginalised communities by addressing causal structural inequalities.
Leeds Older People's Forum - now Sage	Grant from the age in Well programme and administered by Leeds Older People's Forum to develop opportunities for older LGB&T* people in Leeds who are experiencing social isolation.
Sage donations	To support engagement activities for older LGBT+ people in Leeds.
CVEW	Live Well Wakefield - Coronavirus Resilience Grant.
DVA Voices	In Partnerships with Leeds Women's Aid this aims to facilitate the Voices of victims and survivors to take part and co-produce activities within the Domestic Abuse Local Partnerships Board.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

23 Analysis of movement in unrestricted funds

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund	1,878,772	1,384,302	(1,096,783)	(59,927)	2,106,364
Designated property assets fund	179,171	-	-	(10,783)	168,388
Mental Health & Wellbeing	88,510	-	(52,379)	-	36,131
Leeds building work	-	-	(32,660)	32,660	-
Rotherham contract	-	-	-	4,088	4,088
Leeds Prevention contract	-	-	-	61,933	61,933
	<u>2,146,453</u>	<u>1,384,302</u>	<u>(1,181,822)</u>	<u>27,971</u>	<u>2,376,904</u>

Previous reporting period

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
General fund	1,877,709	1,214,828	(1,224,748)	10,983	1,878,772
Designated property assets fund	189,954	-	-	(10,783)	179,171
Mental Health & Wellbeing	88,510	-	-	-	88,510
	<u>2,156,173</u>	<u>1,214,828</u>	<u>(1,224,748)</u>	<u>200</u>	<u>2,146,453</u>

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Designated property assets fund	The current book value of property and leasehold improvements.
Mental Health & Wellbeing	To increase the capacity of the Senior Management team and appoint a Coordinator, to drive forward our Mental Health services by early 2022.
Leeds building work	Building repair, maintenance and upgrade programme required in Head Office in Leeds.
Rotherham contract	Income budget reduced in order for monies to be used as income in latter years of the 5-year project.
Leeds Prevention contract	Specified budget lines (such as Marketing, Digital Apprentice salaries) are required over the term of the 5-year project. They have been designated so can be carried over to subsequent years if not spent.

Notes to the accounts for the year ended 31 March 2024 (continued)

24 Analysis of group net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	-	168,388	-	168,388
Fixed asset investments	1,596,076	-	-	1,596,076
Net current assets/(liabilities)	510,288	102,152	150,493	762,933
Total	2,106,364	270,540	150,493	2,527,397
Previous reporting period				
Tangible fixed assets	-	179,171	-	179,171
Fixed asset investments	1,414,717	-	-	1,414,717
Net current assets/(liabilities)	464,055	88,510	163,074	715,639
Total	1,878,772	267,681	163,074	2,309,527

25 Operating lease commitments

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

	Property		Equipment	
	2024 £	2023 £	2024 £	2023 £
Less than one year	38,000	8,324	3,340	1,360
One to five years	16,000	23,999	10,640	4,080
	54,000	32,323	13,980	5,440

There are no leases held by the subsidiary company.

Notes to the accounts for the year ended 31 March 2024 (continued)

26 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year	36,511	24,686
Adjustments for:		
Depreciation charge	10,783	11,040
(Gains)/losses on investments	-	(1)
Dividends, interest and rents from investments	(8,823)	(3,426)
Decrease/(increase) in debtors	(17,857)	21,744
Increase/(decrease) in creditors	(30,769)	(44,531)
Net cash provided by/(used in) operating	(10,155)	9,512

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2024 (continued)

27 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	3,329	-	3,329	27,708
Charitable activities:	4	1,145,112	248,078	1,393,190	1,442,202
Other trading activities	5	62,164	-	62,164	35,000
Investments	6	3,426	-	3,426	501
Total income		1,214,031	248,078	1,462,109	1,505,411
Expenditure on:					
Raising funds	7	9,981	-	9,981	10,950
Charitable activities:	8	1,214,767	212,675	1,427,442	1,477,133
Total expenditure		1,224,748	212,675	1,437,423	1,488,083
Net income/ (expenditure) before net gains/(losses) on investments		(10,717)	35,403	24,686	17,328
Unrealised gains/(losses) on investments		797	-	797	128,996
Net income/(expenditure) for the year	10	(9,920)	35,403	25,483	146,324
Transfer between funds		200	(200)	-	-
Net movement in funds for the year		(9,720)	35,203	25,483	146,324
Reconciliation of funds					
Total funds brought forward		2,156,173	127,871	2,284,044	2,137,720
Total funds carried forward		2,146,453	163,074	2,309,527	2,284,044

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

YORKSHIRE MESMAC

England & Wales - Charity number 1040407

Accounts

Company number: 2958336

Charity Number: 1040407

Yorkshire MESMAC

Group report and financial statements

For the year ended 31 March 2023

Yorkshire MESMAC
Reference and administrative information
for the year ended 31 March 2023

Company number 2958336

Charity number 1040407

Registered office and operational address 22/23 Blayds Yard
Leeds LS1 4AD

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

Stephen Bridge	Chair	
Kenneth Leigh	Chair HR Committee	
Susan Pascoe	Treasurer & Chair Finance & Business Development Committee	
Colin Lea		
Eric Smith		
Penny Brown		
Kirsten Foster		
Adam Best		
Chris Kelly		
Adam Paver-Merrison		
Richard Holder		
Mike Eakins		
Craig Hassall		resigned February 2022
Stephen Hopker	Chair Governance Committee	resigned June 2022
Andrew Goodchild		resigned February 2023

Company secretary Samantha Worrell

Key management personnel

Tom Doyle	Chief Executive
Ellen Hill	Operations Manager - HR
Paul Storey	Operations Manager - Technical
Liz Carey	Finance & Administration Manager resigned September 2022

Auditors Slade & Cooper Limited
Beehive Mill, Jersey St., Ancoats, Manchester, M4 6JG

Bankers Virgin Money
94 – 96 Briggate, Leeds, LS1 6NP

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2023

The trustees present their report and the audited financial statements for the year ended 31st March 2023. Included within the trustees' report is the directors' report as required by company law.

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

Charitable Objectives

Yorkshire MESMAC's charitable objectives are.

To preserve and protect health, physical and mental and in particular, good sexual health for the benefit of the community in general with an emphasis on those communities that shoulder the highest burden of poor health, including but not limited to; men who have sex with men, LGBT+ young people and adults, women, people of colour and other people marginalised because of their race, ethnicity or nationality, people using drugs and sex workers. To support and develop strong communities which create the environment for better health outcomes and the reduction of health inequalities.

These charitable objectives describe the work we are undertaking and encompass our vision for the charity in the near future.

Activities

Our work is split into three broad workstreams;

- Sexual Health
- Mental health
- Community Development.

These workstreams are not silos they often overlap inform and complement one another.

SEXUAL HEALTH

Key developments

We were successful in our bid to provide the integrated sexual health improvement programme in Leeds, this service, works with those most at risk from HIV and poor sexual health was launched in April 2022. We are particularly pleased by the increase of people from racialised minority communities who have accessed our community-based HIV testing and STI screening services.

We have been successful in our partnership bid with The Rotherham NHS Foundation Trust to continue and widen the services we provide in the borough; this service was mobilised during March with a launch date of 1st April 2022.

We have been successful in our joint bid with Locala to deliver sexual health services in Bradford from April 2023, albeit with a reduced budget.

During this time the UK saw an outbreak of Mpox (previously known as Monkey Pox), centred on Gay Bisexual and other men who have sex with men (GBMSM). We are able to work with our clinical and Public Health colleagues to quickly stand up a vaccination programme for most at risk people that ensured that, once the vaccines were received, we were able to get it into people's arms quickly.

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2023

Building on this success we received monies from the UK Health Security Agency's (UKHSA) Mpox and Sexual Health Fund to deliver 12 additional clinics split across Leeds, Bradford and Rotherham. These clinics offered Mpox vaccinations, full HIV/STI screening and PrEP (Pre-Exposure Prophylaxis) referrals. Clinics were promoted through paid advertisements on Facebook & Grindr, physical posters in target venues and additional assertive outreach.

65 vaccinations were delivered, 51 full screens plus 7 PrEP referrals.

37% of attendees had not accessed clinic in the past 12 months, 14% of all attendees had never attended clinic at all.

Attendees rated the service they received and accessibility at the clinics as 4.43 out of 5.

HIV and STI testing

Our testing service offers HIV testing and Chlamydia and Gonorrhoea screening in all areas where we work. Service users could also access Syphilis testing in Hull, Rotherham, Bradford,

Our bespoke online booking system www.bookatest.com has been a useful means of enabling people to access testing more effectively. A welcome, though unexpected result, of Book-A-Test has been a significant reduction in did-not-attends.

In 2022 -2023

2,477 HIV Tests

233 Pregnancy Tests

2,373 Chlamydia and Gonorrhoea screens

1,414 Syphilis tests

We have increased the number of testing and screening this year, in spite of reducing the number of geographical areas we operate in. HIV testing increased by over 40%. We saw an increase in excess of a 100% increase in pregnancy tests, a 35% increase in the number of Syphilis tests and a 30% increase in Chlamydia and Gonorrhoea screens.

Some highlights from our Sexual Health services in our different locations for the year are described below.

Leeds

This has been a very exciting year of change and development for Yorkshire MESMAC Leeds.

April 2022 saw the launch of Yorkshire MESMAC Leeds new community sexual health improvement service contract working with MARPs across the city. The new contract focuses on Gay Bisexual and other men who have sex with men (GBMSM), Black African communities, trans people and other communities most at risk of HIV transmission & poor sexual health.

Throughout the year the Community Development workers (CDWS) have been expanding on the support that YM offers to improve the sexual health needs of Most at Risk Populations (MARPs) across Leeds. These efforts saw over 1000 HIV tests being delivered.

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2023

BAME Sexual Health

YM has been working with local hotels to offer new sexual health outreach pop-up clinics in refugee-placement hotels & sexual health improvement workshops throughout the year. YM Leeds also offers a Community Clinic at Woodhouse Community Centre in partnership with Micro Rainbow LGBT asylum seeker support service & has established a fortnightly drop-in at Positive Action for Refugees and Asylum Seeker (PAFRAS).

YM Leeds have developed a strong working relationship with Leeds refugee forum @ One Community Centre, which has helped us support multiple asylum seekers women's groups with contraception sessions in partnership with Leeds Sexual Health.

YM Leeds has been working with Refugee Education Training Advice Service (RETAS) who offer ESOL classes and a community space for asylum seekers – through this partnership work YM have been able to offer HIV workshops to local African groups and sexual health drop-ins during National HIV Testing week and PrEP Awareness Week.

We conducted two workshops with faith leaders; the first was face to face at Brethren in Christ Church, and the other on Zoom with a combined total of 14 participants. These sessions opened doors for us to deliver some work with individual congregations with the support of their pastor. We also got an invitation to talk about our activities in planned future events which include Zimbabwean Communities Independence Day celebrations on the 22nd April. 2023 will see us co-develop an action plan for delivering interventions with churches that have large followings of the members of the African communities in Leeds.

We successfully launched Community Contraception Clinic for BAME people in Leeds who need help with contraception. This clinic offers implant fitting/removal, PrEP, full sexual health screening & the pill.

YM have launched a monthly HIV & STI testing drop-in at Leeds Kirkgate market on the last Friday of the month, which continues to meet many first-time testers & people from a wide range of communities and backgrounds.

Case Study

The Community Development Worker met a BAME woman who was interested in testing at the newly established Kirkgate Market testing & outreach session.

The SU spoke to the LSH outreach nurse and CDW about her sexless marriage and having sex with other men outside of the relationship. She also disclosed that she was mostly having sex with Black African men but also with women too.

The CDW took this opportunity to speak to the SU about PrEP, which she had not heard of before & was very keen on, the SU was surprised she has not heard of this before.

The CDW booked her directly in for PrEP at Testing Times+ & she attended her appointment early the next quarter

YM Leeds took part in a Leeds City Council health event aimed at Roma traveller communities. This event was the first of its kind bringing multiple organisations together to benefit Roma communities – from this, we are building network opportunities with professional and community organisations to offer appropriate and culturally competent STI testing and pregnancy testing services to Roma travellers in this client group in Leeds.

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MSM / LGBT+:

In 2022/23 YM Leeds has continued to host its popular monthly Queer Outreach Clinic at Wharf Chambers - The clinic has now expanded to include guests who work in healthcare such as LSH, Forward Leeds and Touchstone staff. The clinic is aimed at gender non-conforming, queer and trans people who may test less often or face institutional/personal barriers to testing and sees a number of sex workers from these groups.

YM has continued to offer outreach clinics monthly at STEAM MSM sauna, in partnership with Leeds Sexual Health. YM have also worked with LSH and STEAM in response to the monkeypox outbreak to ensure sauna staff have up to date and accurate public health information about cleaning and vaccinations available for their staff. The CDWs and LSH outreach team have adjusted their outreach schedule to include the 'Naked Tuesday' event which we are all hoping will reflect increased engagement in sauna settings going forward.

YM Leeds has strengthened our working relationship with the LGBT scene venues and offer a monthly MSM testing outreach drop-in at Queens Court.

YM Leeds has re-established (post Covid-19) our successful Testing Times service and launched an ever-popular PrEP clinic offering PrEP prescription in collaboration with Leeds Sexual Health in a community venue.

In Q2 the Yorkshire MESMAC Leeds CDWs have responded quickly to support the MPX vaccination drive in Leeds. The CDWs have worked closely with Leeds Sexual Health to deliver MPX vaccine to the MSM in Leeds who need it most. Leeds Sexual Health began to offer MPX vaccines to MSM on their PrEP lists, which is a good place to start as an indicator for "high risk" sex but the method of selecting eligible MSM does exclude any MSM who were self-sourcing PrEP, people who do not have anal sex (and therefore may not need PrEP but have a high number of sexual partners or people who had not registered with Leeds Sexual Health. The CDWs referred 59 of the most at risk MSM in Leeds in Q2 to Leeds Sexual Health for the vaccine & a further 17 in the early days of Q3.

WAD: YM Leeds arranged a comprehensive multi-site health promotion event on World AIDs Day (1st Dec) in collaboration with LSH and local scene venues Viaduct Showbar and Queens Court. Testing took place at both venues - YM's testing staff coordinated testing & triage with support from YM's new outreach team. Sexual health topics such as MPOX vaccinations, PrEP for Women and general sexual health testing were printed onto large signs and used by the outreach staff for health promotion, but also to offer direct support, referrals and helped guide interested service users to the testing area. Outreach staff promoted our services at other venues such as The New Penny, Bridge and Blayds Bar which increased our visibility and success substantially.

MPX outbreak work in Leeds:

MESMAC applied for additional funding and launched the See to It campaign – the CDWs and outreach workers created STI testing, PrEP & MPOX vaccination clinics targeting MSM in Q4.

The funding allowed for extra nurse staffed sessions to be delivered out of office hours and enabled MESMAC to market these sessions effectively through paid advertising campaigns. The campaign was a success and a great example of partnership working across infection control, Leeds sexual health and MESMAC.

MESMAC CDW's supported the LSH Outreach nurses and service users at the clinic who needed further information, testing and referrals.

YM will use the learning from these extra MPOX sessions to advertise future testing sessions effectively both online & in person. The posters in gay bars & online via Grindr advertised the option to

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text/WhatsApp the CDWs which was highly effective in engaging MSM & the direct contact line reduces barriers to accessing health services.

Rotherham

Our Rotherham service has completed its first 12 months under the new contract. Our team has continued to develop the services for Sex Workers in Rotherham and have grown our CSW service user base 3-fold in a year.

In total, we have completed 1807 structured interventions with service users in those 12 months. 572 people came to us for HIV POCT, an increase of 127 on the previous year. 627 CT/GC screening kits were done in 22-23, 131 more than 21-22. We gave out 7,434 more condoms than previous year with a total of 31,402.

Young People

As services have now returned to pre-Covid delivery. We are back in all higher education settings in the district, providing sexual health support to young people. We saw slow recruitment to our YSHAG volunteering programme at the beginning of the year but picked up with regular volunteering slots being filled.

Case Study

"Rotherham workers supported two young people regarding gender identity, discussing the process of getting referred to the gender identity clinic. Workers found them support groups for young trans people where they can socialise and meet others safely Both have more confidence getting STI tested, they said the service was very inclusive and the procedure wasn't uncomfortable which they expected it to be due to past experiences."

"Staff supported the early help team with several service users. One service user in particular attended the service very anxiously. She had found out her partner had had sex with someone else and knew she needed testing. staff became aware that she had little to no knowledge around sexual health She was given a Rotherham specific sexual health information pack, and the session was spent with the service user going through the information and answering questions. The member of staff who was her support worker emailed me to say how comforted and supported the service user felt, and shared the information of our services with her team.

MSM

MSM in Rotherham have been supported through PSE outreach, online outreach and outreach to community groups. Rotherham does not have any commercial LGBTQ+ venues and Rotherham Pride has now disbanded. This has made the online outreach offer so much more important. The team has continued to build good relationships with the local population where we see a high number of MSM who are pleased there is a service for them. We were successful in securing funding for a Mpox vaccination project through the UKHSA SH Fund to provide targeted outreach and vaccination clinics. Rotherham was one of the areas we ran this project and did this in conjunction with Rotherham Sexual Health. The project was well received and engaged MSM into services they would not have normally accessed.

BAME

The Rotherham team have maintained their relationship with Black African community spaces and are now also engaged with Black African owned businesses. Within these settings we are able to provide information about our services and link into our testing programme. We access the WhatsApp African Network group to send out sexual health related messages and promote our services.

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Sex Workers

The Rotherham team have put a lot of effort into building trusted relationships with sex workers during 22/23. This has resulted in a good cohort of both men and women who are sex workers accessing our services on a regular basis. Drop-ins are being provided in housing projects and the Lighthouse Project in order to access more sex workers in the area.

The Rotherham team are planning on expanding their support for street-based sex workers by working in conjunction with the new drug and alcohol service to provide street-based outreach.

Hull

For the past year Yorkshire MESMAC's Hull services have met or exceeded all its KPIs. We have achieved a total of 41,115 interventions, both first time and repeat, (an increase of 7,893 on the previous year). During this year our team have delivered 606 HIV/Syphilis point of care tests, 747 chlamydia/gonorrhoea screening kits and 150 pregnancy tests. In total we have distributed 118,652 condoms between April 2022 and March 2023. Hull's promotion and prevention contract has been re-tended. We're pleased to confirm we will continue our service provision from 1 April 2024 for 5 years at an annual yearly rate of £480,000.

BAME

Throughout 22/23 Yorkshire MESMAC has continued to support BAME community's in Hull. This is done in a partnership method attending sessions at Open Doors and Welcome House which are hubs for Refugees and people seeking asylum. We offer free condoms and advice and links in to other services.

Working with the BAME community and local partners, Yorkshire MESMAC has now started offering drop-ins sessions at the Royal Hotel. This is the Hotel being used in Hull to house asylum seekers.

The Hull project secured funding for a BAME Health Network in partnership with North Bank Forum. The network is building activity and has had good engagement from organisations and stakeholders.

Yorkshire MESMAC continues to have representatives on The Refugee integration forum, The Hull independent advisory group, Multiagency refugee and asylum seeker network and Humber All Nations Alliance.

Case Studies

"Through our outreach I met a BAME woman who was concerned she might have genital herpes and was terrified about the possibility and thought that would mean she could no longer have sex. We discussed the symptoms and that due to the symptoms, we could book her in for a test with Conifer and if it was positive, that they would be able to give her treatment to reduce the length of outbreaks and reduce the chance of onward transmission.

We also discussed barrier methods, especially how internal condoms are better for reducing the chance of genital herpes transmission as they cover more surface area. While still very nervous, she said she felt a lot better knowing how common herpes actually is and how it doesn't mean she has to stop having sex (and some tips on how to have conversations about disclosure if the test is positive)."

"During our at The University of Hull a Nigerian student accessed the service and took a full sexual health screen. It was the first time she had had sex and was really concerned about HIV. Since there had been risk of HIV and she wasn't on contraception we did a full sexual health test including pregnancy. The HIV test was negative but the pregnancy test was positive. She didn't want to continue with the pregnancy but was fearful of cost and what her father would think back home. I explained that services are free and the information is confidential. Yorkshire MESMAC did the referral to Choices with her and then stayed in touch throughout the week until she had the appointment. On the night of the

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appointment the service user rang us as she was feeling anxious and in a bit of pain. The worker explained this is normal but if the pain became too bad to ring 111. The next day the worker rang her and everything was fine. She thanked the service and now has ongoing access to the free services MESMAC provide."

Young People (Hull)

The Hull project continues to provide drop-in services in all sixth form and further education setting in Hull. Our RSE support and delivery is now in every school in the area for the first time. In addition, we now have regular drop-ins at 14-16 College, Kenworthy House, Strawberry Fields, Terry Street and numerous Youth Projects.

The joint contraception Clinic we host with support from local sexual health is going from strength to strength and is consistently fully booked. This service is used to specifically engage more vulnerable young people who would not attend clinical services without support. The outreach nurses provide the clinical interventions while our worker is on hand to do the screening and have more wholistic conversations with the young people.

Case Study

"In July a young person came into the contraception clinic run at the office on a Monday evening. The nurse had seen this young person previously and asked her to come to the clinic to talk to us as she had worries about her. Afterwards I visited this young person at their home for a quick chat about what was going on and they disclosed that they had been sexually assaulted last year but hadn't told anyone. They also disclosed they were struggling significantly with their mental health because of this incident and was suicidal. After reporting the safeguarding concern, I referred the young person into CAHMS where the crisis team supported them through this difficult time. I continued to support them and worked with them to improve their knowledge on consent, healthy relationships and boundaries. Each week the young person was doing much better with their mental health and was able to improve their relationship with their partner by communicating their boundaries and recognising signs of healthy and unhealthy relationships. At this time their family and friends came to support them as well which strengthened the support they had. After our 1-2-1 sessions, the young person was receiving therapy, had a positive and supportive relationship with family and friends and was in a healthy romantic relationship. The young person had a few words to say about the service; 'I'm just grateful for you because if it wasn't for you coming to see me first, I wouldn't have had the help from other people and all of this has made my mental health much better'."

MSM (Hull)

MSM in Hull continue to be supported through scene outreach, online outreach, joint delivery of LGBTQ+ Clinic at Conifer, PSE outreach and attendance at local events.

Case Study

"While doing a drop in at local 'gay' Sauna, we had an MSM come for a test who was deaf. He was able to lip read. While discussing sexual risk, PrEP was discussed. He explained that he had been on the PrEP trial but didn't carry on as he was unable to book an appointment by phone and didn't know how else he could access The GUM service due to suspended walk ins during the pandemic. We put in a referral to the Health Advising team, requesting that they communicate with him via text message rather than a phone call for any information they needed outside of a face to face appointment, which the team were able to do."

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Sex Workers (Hull)

The Hull project maintaining regular, weekly contact and good relationships with the massage parlours in Hull.

In February we were contacted by HITCH who were conducting research on behalf of English HIV and sexual Health commissioners' group regarding the take up of PrEP amongst Sex Workers and Black African Women. It entailed recruiting Sex Workers to take part in a brief, audio recorded interview discussing their knowledge (or otherwise) of PrEP and what would encourage or discourage them from accessing it. Initially we were asked to interview 8 women but due to delays in receiving the reward vouchers and short time scales we only managed to recruit 4. Of these 4 women, 2 are now looking into the possibility of accessing PrEP for themselves.

The Hull team worked alongside Humberside police to help deliver courses they are running for men who are using the services of street sex workers. We delivered some sexual health awareness to the men as well as offering them sexual health screening at the end of the session. This comes off the back of the work we do alongside The Lighthouse project doing outreach to the street workers in Hull. While working with the police we ensured that our contribution contained no judgement and encouraged engagement with local services.

In Q2 we did a lot more targeted work with the street sex workers in Hull. We have worked alongside Lighthouse to put on extra testing sessions at their premises specifically for these women. Lighthouse have been providing transport for the women to enable them to attend our testing sessions. As well as this, we have given information about these sessions, and the importance of testing on leaflets to the police and other organisations that come into contact with the women regularly to get the message spread more widely.

Case Study

"A woman at one of the parlours had pharyngeal Gonorrhoea. There was a language barrier as she's from Brazil and the worker didn't speak Portuguese but it gave them an opportunity to discuss using condoms for oral sex with all the women in the parlour. Most were completely unaware that it's possible to contract STI's in the throat."

Bradford

In 22/23 the Bradford team worked hard to re-establish the many interventions which had been changed by Covid, including learning where it continues to be preferred to deliver services online over Zoom/Teams etc. Peers support groups were delivered 60 times in the year and workshops for services users 28 times: some of these workshops were delivered as part of these established support groups e.g. safer sex session at the LGBTQ+ youth group Blagy. One off workshops, to groups identified as in need for sexual health information, included sessions to young asylum seekers in various temporary accommodation venues.

The Bradford team made contact with over 3000 people in outreach locations such as churches, bars, clubs, cruising areas, online hook up apps and peer support groups. Each of these interactions included a brief health behaviours conversation and in many cases referrals were made to services including the clinical sexual health services. Working closely with the clinical sexual health team at Locala was a theme of the year, with many more 'clinic in a box' sessions delivered by Locala at MESMAC's premises or in venues MESMAC had identified, so enabling better reach to people most at risk of HIV transmission such as sex workers, asylum seekers and men who have sex with men.

Point of care (POC) HIV tests delivered by MESMAC staff totalled 193, Syphilis POC tests totalled 190. Over 30,000 condom and lube safer sex packs were distributed. 128 professionals received basic awareness training to support their work with people at risk of HIV transmission and poorer sexual

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health outcomes. The training covers basic awareness of HIV, working with LGBT+ people and knowing how to refer to sexual health services.

Pre-Exposure Prophylaxis's (PrEP)

One of the key values is improving outcomes by the effective use of technology. PrEP is a relatively new technology to add to our combination prevention approach. We have developed information resources for service users. We have worked closely with our clinical partners to develop PrEP clinics, community triage and effective referral pathways. This year we have made over 250 referrals for PrEP to our clinical partners.

What we do know is that knowledge, and so access to PrEP, is not evenly spread amongst those who would benefit from it. Therefore, a key target for us is to increase the number of PrEP referrals from Women and racialised minorities. We organised and facilitated focus groups and interviews with groups of African women and female sex workers with Hitch Marketing on behalf of the English HIV and Sexual Health Commissioners Group. Findings from this research will inform recommendations for future work with marginalised communities.

Improved Acceptability and Access to Clinical Sexual Services

Not all sexual health interventions lend themselves to a community-based approach. Therefore, we offered training, advice and support to commissioners and clinical colleagues, and have developed partnerships and consortia with clinical providers to improve services' referral mechanisms and pathways. This year we are particularly proud to have worked with our clinical partners, Leeds Sexual Health, Rotherham Integrated Sexual Health Services and Locala in Bradford to develop tailored community based clinical sexual health services for Trans folk, sex workers and young people, delivered from our premises, where possible.

We offer training and consultancy to services and organisations who wish to make their offer more accessible, acceptable and appropriate to LBGTQ+ people. During this year we trained 549 professionals, on topics ranging from Chemsex to Supporting people living with HIV.

We delivered a co-produced video to the West Yorkshire Health and Care Partnership to meet the training needs of primary care staff re Trans healthcare.

Outreach

We use Targeted Outreach to take services to people who are distanced or disenfranchised from the usual channels of information and sources of support. Real world opportunities to engage in this outreach have included; streets, bars, clubs, education settings and places of worship etc. Although interventions are in person by default, we continued to use online and telephone outreach as an alternative for people who found it more suitable or to reach particular demographics, such as MSM on Grindr and Zoom for folk who are particularly frail etc.

53,556 adults were reached during in person outreach, across 2801 sessions. 510 virtual sessions saw us interacting with 4198 service users. (Young people's figures are reported separately)

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HIV Support Services for people living with and affected by HIV

These are delivered as part of our integrated HIV prevention service in Bradford.

Social Support services aim to move PLWH from a cycle of dependency to independence and self-sustainability by improving their emotional wellbeing, and life chances, increasing their ability to make informed choices about their physical health and to combat HIV-related stigma. The project also supports partners and children of PLWH.

In 22/23 the service re-established its face to face groups and one to ones following the remote interactions imposed by Covid. The Thursday Group: a group for people living with HIV, has provided fortnightly space for peers to provide support to each other and receive updates around medications etc.

This year saw 13 new service users, and the delivery of 178 positive self-management sessions. All service new service users engaged in an initial assessment of needs within a week of their referral to MESMAC. The positive self-management sessions, which are developed from the BHIVA standards of care for adults living with HIV, cover topics including talking to your family about your diagnosis, aging with HIV, sex and intimacy when living with HIV and are delivered in peer group sessions or one to one dependent on the needs of the service user.

2 members of staff participated (on behalf of Yorkshire MESMAC) in the first **Fighting HIV Stigma March** in London on the 18th March, in partnership with other national HIV support agencies

Tailored Services for Young People LGBTQ+

Our Bradford based youth project has seen a busy 12-month period. LGBTQ+ youth face disproportionate health inequalities and Trans youth are especially at current risk of hostility and discrimination. We have seen a huge increase in young Trans folk accessing the service in the last 12 months. We continue to offer face to face provision combined with online options for young people who feel too unsafe to attend in person or are physically too far away.

Our LGBTQ+ youth group in Bradford, BLAGY, delivered 52 sessions, with a total of 331 attendances. Attendances were made up of 35 individuals, with 13 being new to the service this year.

Tailored Services for Young People – Universal Offer - Hull

Our Hull service has bespoke services aimed at improving the sexual and reproductive health of the City's young people. Services include STI and pregnancy screening and testing, contraception advice and referral, sexual health advice and guidance, condom provision, RSE education in schools and a comprehensive outreach offer to sixth forms, further education settings and youth services. 61% of our 41,115 service users were young people aged 24 and under.

Our newest drop-in at Kenworthy House, a venue which provides services to those young people who are the most vulnerable and potentially do not access education settings, has developed over the past 12 months and we see regular referrals from partner agencies. We continue to work closely with our local clinical sexual health outreach team to deliver contraception drop-in clinics. This has seen 451 young people receiving contraception through our service (an increase of 115 on the previous year).

Tailored Services for Young People – Universal Offer – Rotherham

Our Rotherham service now has drop-in and outreach in all higher education settings in the district, as well as youth centres and services. We are now working with the Early Help team to provide a bespoke service within Rotherham's Family Hubs to support young people and their families in a wider number of locations and promote partnership working. This piece of work will see staff from the Early Help team

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trained as sexual health champions within their own services so they can deliver basic sexual health support to include condom provision and demonstration and support accessing postal testing option.

COMMUNITY DEVELOPMENT

Our community development projects aimed to increase our communities' collective capacity to deliver services which improve health and wellbeing.

Older LGBTQ+ people

Sage supports older LGBTQ+ people in Leeds and Older and Bolder supports LGBTQ+ older folk in Bradford who are experiencing social isolation and loneliness through the provision of a drop-in service and other events, provision of volunteer support and developing opportunities to volunteer, while building the skills of the professionals who work with them.

Although funding for The Sage project came to an end in 2021, The Board of Trustees, decided that at the height of a pandemic it was not acceptable to leave some of our most vulnerable service users isolated therefore they agreed to invest charitable funds to keep the group and service running. Sage is now a self-sustaining group that continues to meet in our Leeds office.

Older and Bolder are now run by Bradford Equity Partnership. Sage has become a self-defining self-organising group that continues to meet in our Leeds building.

GOW - Gender Outreach Workers

Between April 2022 and March 23, the Gender Outreach Team expanded to 4x Band 4 workers (two Leeds based and two Preston based) and a Band 5 Gender Outreach Lead (Yorkshire based). This has increased the potential number of interventions possible with one to ones at 1128, 109 people at groups and 509 conversations at drop ins. Pre-pandemic Groups have been in-person, with hybrid online and in-person options post pandemic where possible. Making Waves Trans & Non-binary swim session has restarted with steady increase in numbers attending. The session provides free access to the pool and gym funded by Leeds Gender Identity Service twice per month at Bramley Baths, Leeds. In person outreach takes place with a number of local partners at Leeds First Friday, Angels of Freedom amongst others. Periodic outreach also takes place alongside Yorkshire MESMAC workers at testing and awareness sessions in local settings such as universities and other pop-up options linked to annual calendar events. The Gender Outreach Team are also making links with other LGBT and Trans groups in the region, alongside other bodies such as social prescribing teams, primary care and some adult education establishments.

In September 2022 Leeds Gender Identity Service set up the freephone Gender Outreach Worker Information and Advice Line (0800 1831486). The line is open Monday-Friday, 10am-2pm excluding bank holidays. People can seek information and advice, book one to ones at more convenient times and book onto groups. Local professionals sometimes contact this phone line for advice and Yorkshire MESMAC workers can signpost people this phone number for direct access to a Gender Outreach Worker.

The Gender Outreach Worker Facebook page was established pre-pandemic and a social media plan has also been developed to develop posting, activity and visuals to increase engagement, communication and share information. Posts featuring workers engaging in community activity and outreach yield larger reach and engagement. We hope to expand this further with Instagram to capture a wider and more varied audience. In person outreach will continue with the aim of reaching those who are underrepresented or have limited online access. Contact with social prescribers and other local organisations also seeks to reach those people from underrepresented communities and intersections.

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Workers in Yorkshire and Lancashire now have access to Gender Outreach Worker branded banners, business cards and leaflets available to distribute as appropriate.

Feedback

"We discussed a range of topics that were worrying me, mostly to do with my social transition, gender identity, and anxieties about testosterone. He eased my mind about a lot of the topics and was very easy to talk to, having had a lot of the issues I'm going through, too, so we could see eye-to-eye"

"He was very friendly and answered all my questions which helped me understand a process I was confused about. He also told me about support groups I could access which was very helpful."

"Answered all my questions which allows me to continue with my transition. Useful signposting and information given to help me with applying for a Deed Poll."

"Not at all. In fact, I was given support much sooner and to a greater degree than I even expected. I'm very happy with the conversation I had."

"I would have sat alone for 2 hours waiting to go to my exam feeling terrified. By coming to the drop-in, this has relaxed me, took my mind off my looming Chemistry exam, and provided me with all the group information I needed to meet others."

"I met with an experienced and very helpful GOW from Leeds to try and better understand where I might find support. Sophie was incredibly understanding and friendly and this gave me the confidence to explore ideas about the direction of my transition. Sophie shared some of her own experiences about treatment options that I am sure will prove useful in years to come. I currently have physical health issues to navigate as well as seeking continuing support along the gender pathway."

Healthy Communities Together:

Healthy Communities Together, (HCT) aims to encourage a cultural shift in how we tackle health inequality in Leeds. At its core, HCT is a collaboration between organisations dedicated to serving marginalised communities. Specifically, it brings together the Leeds Asylum Seeker Support Network, Leeds GATE representing Gypsies and Travellers, BASIS Yorkshire supporting Sex Workers, and Yorkshire MESMAC advocating for Trans+ people.

This ground-breaking partnership also involves Leeds City Council Public Health and Leeds Health and Care Partnership representation, who share a collective responsibility towards these groups. The project is funded by The National Lottery and is supported by The Kings Fund, who provide hands on consultation and policy advice. HCT was chosen out of 260 applications nationwide for its innovative approach and is the sole project of its kind among the five final funding recipients running across the country. Now well into phase 2 of the work.

One of the defining aspects of HCT is its collaborative and positive exploration of partnership working. It bridges the gap between the voluntary sector and statutory organisations, seeking new and effective ways to benefit marginalised communities. By pooling their collective wealth of experience and knowledge, senior leaders from Leeds City Council Public Health, Leeds Health and Care Partnership, and the third sector demonstrate their commitment to moving beyond traditional divisions and silos and embracing a more inclusive narrative.

Through its commitment to co-production methods and trauma-informed practices, HCT confronts the prevailing "us and them" narrative and paves the way for collaboration that transcends established boundaries. By disrupting patterns that perpetuate inequalities, HCT explores new possibilities for collaboration, sets an example for future projects and seeks to support other groups who may wish to work in this complex and collaborative way. Using our innovative approach and experimental

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methodologies, we have gained an enormous amount of learning around the needs of our community, the ways in which we can create equitable spaces that allow for all voices and opinions to be heard.

What makes HCT truly remarkable is its recognition of the invaluable contributions and experiences of marginalised communities. Rather than viewing them as passive recipients of support, HCT emphasises their agency and actively seeks their input. By championing the voices of these communities, HCT offers a powerful opportunity to reshape policies and systems based on their lived realities. It challenges us to reevaluate the traditional power dynamics and place those who have been marginalised at the centre of decision-making processes.

HCT's value extends far beyond monetary considerations. It fosters social value by embedding an ethos of social change in a system that often falls short. By identifying alternative access routes and improving early presentation in services, HCT enhances the overall well-being of marginalised individuals. The collaboration among the four VCS organisations, three of whom are previous GSK award winners, provides an exceptional reach into communities facing the most challenging health outcomes. Through HCT, these organisations have a direct line of communication with leaders, ensuring that the ideas and needs of these communities reach the right people. This is aided by the strength of the partnership, who have active knowledge of current structures and connections to senior leaders, who can be held accountable for the changes that need to be made. HCT seeks to close the feedback loop, to make sure that the communities that we work with feel heard but also are reported back to on the progress that the system itself has made, just like any other professional working in this way.

In conclusion, Healthy Communities Together is an exceptional initiative that challenges conventional approaches and drives meaningful change. Its collaborative and inclusive nature, innovative methodologies, and emphasis on the voices of marginalised communities make it a true beacon of progress.

MENTAL HEALTH AND WELLBEING

Increasing our mental health and wellbeing offer has been identified as a key strategic objective for the charity going forward. We have designated funds to employ a Coordinator to drive forward this agenda. We employed a coordinator in 22/23 who has started aligning our various strands of mental health work and looking for opportunities to provide services to the communities we reach which meet their mental health needs.

Counselling:

Counselling was delivered remotely via Zoom or telephone; The majority of service users and counsellors alike continue to prefer remote counselling options.

In 22/23 130 people accessed our counselling service with each service user offered 6 sessions.

Our counselling in 22/23 was delivered alongside HIV prevention work in Bradford and Leeds, to support people living with HIV in Bradford and as part of suicide prevention programmes focussing on reducing suicide risk and poor mental health in LGBT+ populations in Leeds and Bradford.

Wellbeing Support Sessions (Bradford)

Co-counselling Wellbeing Support Sessions are offered on-line through Zoom. Sessions are offered weekly, for 1.5 hours. There is a strong demonstration of individual commitment to the group and peers through regular group attendance. Referrals to the group continued throughout the period.

Total Sessions delivered: 52

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Total Attendances: 278

Average attendance per session: 5

Newcomers: 5

Online Therapeutic workshops (Bradford):

Therapeutic workshops this period included new and returning attendees. These sessions are open to the LGBTQ+ community and tailored around the emerging needs and requests from regular group members as to what they would find helpful to address. Workshop themes include: peer mentoring skills, 'common' issues experienced by LGBTQ+ people, destructive behaviours, eating disorders, gender identity, racism and LGBTQ+ issues, drugs and alcohol, asylum status impact on mental health. There have also been use of the Danish concept of the 'human library' where by information is shared and exchanged through conversation. The group feedback that 'human library' workshops are helpful and inspiring,

Total workshops delivered 12

Total Attendances: 59

Average attendance per session: 5

Total Men's Health

This Comic Relief Funded project aimed to improve the health of Gay, Bisexual and Trans (GBT) Men reducing barriers to sport and increasing the capacity of sports organisations to support GBT men. Whilst much of this work was disrupted in 21/22 due to Covid-19 restrictions and pressures on schools and colleges etc.. The flexibility of the Comic Relief grant programme meant we redesigned the outputs of this project to include the production of a video that will act as a training resource and legacy for the project. This video was completed in 22/23 and can be used to promote fitness/'physical health activities in West Yorkshire which are welcoming for GBT young men. The video created is moving and features the stories of these young people about managing their mental health outcomes through sports including climbing and wrestling. Local LGBT+ grass roots community groups which promote sports and physical activities were involved in the development of the video.

Peer support work

Yorkshire MESMAC are part of a carefully selected consortium of providers delivering towards the community mental health transformation programme in Leeds. These 4 voluntary sector organisations bring reach and specialisms to support the statutory sector work with those experiencing serious mental health. MESMAC employ a Peer support worker who provides one to one support to people referred into the program from primary care. Later in this projects progress self-referral will be possible as well as greater joined up work with wider community mental health teams.

Suicide prevention peer support in Leeds

In 22/23 we started a project to address suicide in LGBT+ communities. The project has already provided counselling to many LGBT folk in Leeds delivered by counsellors who are often from LGBT+ communities too. Alongside the counselling a peers support group is meeting weekly which is led by LGBT+ community members and staff peers, with the aims of this becoming self-sustaining later in 23/24. Training for people who work in LGBT+ community and commercial venues is also being developed to help people identify distress, have helping conversations and refer people to appropriate services.

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Bradford mental health services for LGBT+ people

Alongside our funding, which supports LGBT+ folk to access therapy (provided by our counselling services or through IAPT), we continue to deliver direct community development work for LGBT+ folk in Bradford and Craven NHS districts. In 22/23 a new staff member was recruited into the post and work was done with established LGBT+ groups and organisations around the mental health needs of LGBT+ people of Bradford. The resulting developed work includes group work with LGBT+ young people alongside our sexual health workers, creative mindfulness groups for wider age ranges, development of resilience skills workshops with support from NHS psychologists.

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FINANCIAL REVIEW

Income in 2022-23 was £1,462,109 which was below previous year's income caused by the reduction in service delivery in Wakefield, York and North Yorkshire. Our unrestricted net income was also reduced to a small deficit of £9,920 but we maintained a surplus on restricted funds of £35,403. Unrealised gains on investment were only £797. Cash provided by operating activities was £9,512.

Our income from other trading activities has increased to £62,164 as a result of rental income.

We have continued to manage some small grants for emerging community groups. The income from our Trading Company allows trading income generated to be entirely ring fenced from grant funding.

Reserves

The Board of Trustees (BOT) regularly reviews the charity's reserves requirement. Based on this our policy is to aim to maintain at minimum three months of budgeted expenditure as net current assets in reserves with the aim of reaching 6 months and to include monies to cover 100% outstanding commitments on our leasehold properties, calculating a minimum commitment on all leases of 5 years and including the cost of any required dilapidations and reparation works to the buildings.

The overall target this year, using our budgeted expenditure, is £1,045,884. The present level of net current assets and fixed asset investments available to the charity is £2,121,318 which means we have exceeded our overall target this year.

The Trustees aim to use these funds to support the organisation's general development plus designated funds allocated to our Mental Health and Wellbeing offer and supporting our properties.

In the current economic climate we feel it is essential that we maintain a strong reserve position and ensure the most appropriate use of funds. Our focus is on ensuring that investment in long term operational and financial sustainability has the highest impact on the needs of our service users.

Review of Reserves

The charity had total reserves at the end of the reporting period of	£ 2,300,489
Amount restricted to specific use by funders was	£ 163,074
Amounts designated for supporting our properties and our mental health & wellbeing offer of	£267,681
The general fund remaining after designations is	£ 1,869,734

Going Concern

As Trustees we consider that there are no material uncertainties about the charitable company's ability to continue as a going concern over the next reporting cycle. We have formed this view based on the following factors: -

- Our current contract and financial performance plus cash and investments position together with our prudent reserves policy

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Board of Trustees' annual report
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- We have multiple funding streams and, a well-developed management and governance structure, which has an inbuilt flexibility to adapt to mitigate potential loss of contracts which is further mitigated as employees working on such contracts would be covered by TUPE to transfer to a new service provider
- We actively manage business risks. We adopt a planning process, including budget projections which takes into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.
- Given the timeframes inherent in the main areas of our funding the charity would have time to plan and reconfigure the organisational structure in line with any radical change in income and potential geographical reach.

Remuneration policy for key management personnel

The overall goal of Yorkshire MESMAC's pay policy is always to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and/or deliver the charity's aims.

Trustees are ultimately responsible for setting remuneration levels for the charity's senior staff.

In deciding levels of pay and rewards Trustees consider:

- the purposes, aims and values of the charity and its beneficiaries needs
- how this impacts on overall pay policy for all employees, and for the senior staff in particular, including whether a 'discount' compared with pay for similar roles in other sectors is appropriate
- the types of skills, experiences and competencies that the charity needs from its senior staff, the specific scope of these roles and the link to pay
- the charity's current business plan and how the implementation of this plan may affect the number of senior staff the charity needs to employ or recruit and the nature of these roles
- the charity's ability to pay – this includes the cost to the charity of raising pay, and whether it is sustainable, and how appropriate the level of pay, and any pay increase, is in the context of the charity, as measured against the needs of its charitable purposes and beneficiaries
- the likely impact on, and views of, beneficiaries, donors, funders, volunteers and potential volunteers, where appropriate

Yorkshire MESMAC senior management team (currently Operations Managers, and CEO) are linked to the appropriate point on the NJC pay scale, decided by the criteria above. Trustees review of senior pay at regular intervals to ensure we offer fair pay to attract and retain skilled staff.

Principal sources of funding

Though principal sources of funding continue to relate to HIV prevention and sexual health in the Hull, Leeds and Bradford local authority areas. There is a growing move towards being sub-contract via a 'head' contract held by a clinical partner, This is the model in Rotherham where we are sub-contracted by Rotherham NHS Foundation Trust and is the new model for Bradford going forward were we will be subcontracted by Locala.

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The psychological therapies part of our mental health work in Bradford is commissioned by Bradford District Care Trust. Bradford Districts Clinical Commissioning Group supported online outreach and resources developed by LGBTQ+ young people to improve mental health and wellbeing.

We saw an increase in our community development income this year, especially from NLCF and the King Fund.

Investment policy

Investment Objective

To hold sufficient unrestricted reserves to meet the reserves policy designed to maintain the charity through difficult financial periods and to maintain the real value of those reserves and to generate income from those reserves to supplement the costs of providing the range of services provided by Yorkshire MESMAC.

To maintain sufficient liquidity in the form of bank deposits to cover any short-term liquidity requirements.

To invest any additional reserves above a liquidity requirement with a total return investment objective seeking income generation with an additional aim of at least maintaining the value of those reserves over time after adjusting for RPI inflation.

Risk Profile

The Investments are to be managed at a medium level of risk. This means that there will be moderate risk to the invested capital but increased opportunities for longer-term growth in both capital and income. The prospects of short-term volatility are consequentially greater.

The investment portfolio will be broadly balanced between equities and non-equities by the use of cash deposits and collective investments exposed to a diversified spread of equities and fixed interest investments. There may be some exposure to other asset classes within such funds.

Investment Restrictions

There are to be no specific investment restrictions.

Investment Management

The trustees have decided not to appoint a discretionary investment manager at this stage but to utilise collective investment funds to achieve diversification. It is felt that at this stage the likely overall value invested does not justify the costs of an external discretionary investment manager.

The investments are monitored and reviewed by the Finance Administration Manager, the CEO and the Finance Business Development Committee on a regular basis four times per year.

Investment Valuations

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on

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revaluation and disposals throughout the year. Our investment holdings were valued at £1,414,717 the balance sheet date.

Asset Collective Allocation (excluding cash deposits)

Charitable Investment Funds – 100%

Current Cash Assets

Current cash assets continued to be distributed across a number of unconnected banks to ensure the funds are secure and by managing these deposits carefully we have increased income modestly while managing risk. Our cash holdings at the balance sheet date were £698,693.

PLANS FOR FUTURE PERIODS (2023-24)

In order to meet our aims it is essential that Yorkshire MESMAC Group of Services protects current sources of funding and attracts additional and sustainable funding revenues. We know that local authorities' Public Health Budgets are under continuing strain and will continue to be so. Taken together with competitive tendering we will need to continue to identify and develop new ways of working and new strategic partnerships/joint ventures local, regionally and nationally.

Marginalised communities that we work with shoulder a greater burden of poor mental health, than the general population, we see increasing our mental health offer as a key priority for the near future.

In order to improve the sexual health offer across our area we are committed to working in partnership with clinical colleagues, to improve their offer and widen our own to Most at Risk Populations (MARPS). We know that HIV and STIs are not a static or stable epidemic; as it changes we must react in order to ensure that those at most risk and those in most need are properly served. As new technologies emerge and become financially viable we need to harness them and ensure that those who can benefit from these developments, for example, PrEP is now routinely available on the NHS. However, not everyone who would benefit from it are accessing PrEP. Therefore, we are committed to taking action that lowers institutional and knowledge barriers to access PrEP and we will redouble our efforts to ensure that women and Black African people in particular have equitable access to PrEP.

This year saw us adapt our model to react to support our service users with the MPox outbreak. Being able to respond quickly and efficiently will continue to be a hallmark of our service offerings.

We are delighted to host workers from the Leeds Gender Identity clinic; and are excited by the service's growth in the past year however, we know we can and must do more. Including better training for our people on Trans+ issues. We will continue to work with Trans+ groups across our footprint to increase access and capacity and appropriateness of local services.

We will increase the scope and depth of the offer across our present patch. Including improving our mental health offer for Lesbian, Gay Bisexual and Trans+ communities. Underpinning our growth is a commitment to using technology to communicate with and educate our target communities as well as making our services as barrier free as possible for users and potential service users. We will continue to invest in technology and share our learning with other organisations across the sector; including what we have learned from Covid-19 in terms of blended delivery and staff work life balance.

As Trustees we are confident that the Charity is a going concern and we look forward to another year, marked by dedication, creativity and high-quality delivery.

Yorkshire MESMAC
Board of Trustees' annual report
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STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Yorkshire MESMAC is a company limited by guarantee, first registered on 12th August 1994, number 2958336 and was registered as a charity on 24th August 1994, number 1040407. The company was established under a Memorandum of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment, Appointment and Induction of Trustees

The Directors of the Company are also Charity Trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees (BOT). Potential Trustees are recruited via our website, through word of mouth and recommendations, the local voluntary sector volunteer units and recruitment via interested individuals and users of our service plus local relevant press. Health, finance, legal, administrative, personnel, training, strategic planning, safeguarding, local health commissioning and social care skills are represented on the Board of Trustees. The Trustees wish to ensure that the makeup of the BOT fully represents the breadth of the communities we serve and is actively recruiting to address this issue. The BOT have also reviewed the skills mix on the board and continue to develop a supportive and effective induction process for new trustees.

Under the requirements of the Memorandum and Articles of Association Trustees are formally appointed at the Annual General Meeting, also at every Annual General Meeting one-third of the Trustees retire by rotation. The Trustees who retire by rotation are those who have been longest in office since their last appointment or reappointment. Other Trustees can be appointed throughout the year and have their appointment formalised at the Annual General Meeting.

Our process of Trustee appointment and induction is.

- 1) Potential new Trustees are asked to complete an Expression of Interest form along with our skills mix profile, which are sent to the chair.
- 2) The chair then has a discussion with the interested person to explain what the role involves in terms of time and commitment and the skills they can bring to the organisation, and can benefit from in return. This meeting is also to give a potential Trustee the tools they need to contribute to the BOT (e.g. explanation of jargon, acronyms), and to discuss any needs they may have to allow them to participate fully in BOT (e.g. childcare, sign language interpreter).
- 3) Potential BOT members receive an information pack and are invited to attend three meetings as observers, this gives them a chance to ask questions and gain an overview of the organisation and their potential role within it.
- 4) If a Trustee is returning with less than a gap of three years, they observe at one meeting.
- 5) All Trustees introduce themselves at the beginning of meetings when there are new people in attendance.
- 6) Following attendance at three meetings the BOT make a decision whether to invite the potential Trustee to join the BOT, in the case of a returning Trustee (see above) the decision can be made after one meeting.
- 7) The chair contacts the potential Trustee to get their feedback, address any concerns expressed by them or the BOT, clarify the role of the BOT within the organisation and establish if they are still happy to join the BOT.
- 8) When new Trustees want to visit any projects they make arrangements themselves via contact information given by Senior Management.

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Board of Trustees' annual report
for the year ended 31 March 2023

- Enhanced DBS checks are carried out on all Trustees, before they are registered as a director at Companies House.
- Within one month of joining as a Trustee there is a requirement to complete an online Level 1 Safeguarding course, for both Adults and Children.
- A "Buddy" arrangement for new Trustees has been developed, which pairs them with an existing Trustee, who provides practical support, and answers any questions they have for example; about the organisation or specific agenda items. The "Buddy" relationship has no specified end date, and lasts as long as the new Trustee feels it is helpful.

The Trustees are kept up to date with the practical work of the charity through their individual involvement in the work of the charity and their committee work. Yorkshire MESMAC has four regional offices in Bradford, Hull, Rotherham, Leeds.

Organisational Structure

Yorkshire MESMAC currently has a Board of Trustees (BOT) of 12 members from a variety of professional and personal backgrounds relevant to the work of the charity. They meet four times a year as a full Board and attend a further 4 Sub Committee meetings. They are responsible for the strategic direction, policy monitoring and development, employment procedures and proper fiscal oversight of the charity. They review strategic plans for the organisation in line with negotiated contracts in order to ensure that the highest quality services are provided for our target groups. Further aims of the BOT are to maintain an overview of the organisation, to safeguard the values and principles of the organisation.

The Board appoints a Chair, Vice Chair and Treasurer and there is a Lead Safeguarding trustee. The Finance/Administration Manager sits on the BOT as Company Secretary but has no voting rights.

The Trustees can appoint one or more committees of three or more Trustees to perform any function or duty, which the Trustees agree would be better carried out by a committee. At present the three core committees are Finance and Business Development (FBD) Governance (G) and Human Resources (HR). All Committees have a minimum membership of three Trustees and one senior staff member. This year, the Board has set up a separate sub group to develop and oversee the Equality, Diversity and Inclusion (ED and I) strategy. This group will report directly to the Board and report progress at each Board meeting.

Each Trustee is member of one committee and the committees report back, via their chair, to the main BOT meetings which are 4 times a year, including the AGM. This allows Trustees to have a greater chance to contribute to the governance of the charity.

The Governance Committee leads on the policy review of the organisation, with input from the HR and FBD committees (where appropriate); reviews the organisational Risk Register and is responsible for maintaining the skills audit of the Trustees. The HR Committee has continued to streamline the procedures for recruitment of staff, volunteers and trustees and the Finance and Business Development Committee has continued its work overseeing the financial procedures and funding developments within the organisation.

Annually the BOT has an Away Day to discuss the progress of the Business Development and Strategic Plan for the organisation. The Senior Management Team are invited join them for the latter part of the meeting.

A Scheme of Delegation is in place within the organisation and day to day responsibility for the provision of the service rests essentially with the Chief Executive, who has regular 121s with the Chair of the BOT.

Yorkshire MESMAC
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The Chief Executive takes responsibility for negotiating contracts, ensuring that contract obligations are met and works closely with the Operations Manager-Human Resources (OM –HR) and the Operations Manager - Technical (OM-T) with relation to staff workload and implementation of agreed work plans and with the Finance/Administration Manager (FAM) on financial management. This group of staff constitutes the Senior Management Team and meets regularly to plan and implement the work of the organisation as a whole.

The two Operations Managers have responsibility for the day to day operational management of Yorkshire MESMAC and the overall management of staff supervision. The OM-HR ensures that the team continues to develop their skills and working practices in line with good practice and the OM-T takes the lead on systems including property and IT infrastructure. The FAM has responsibility for the day to day financial management of organisation and manages the Admin/Finance Team.

Given the ongoing development of Yorkshire MESMAC group of services, the Trustees in partnership with staff continue to review our aims ensuring that they reflect the needs of our expanding service user groups.

Risk Management

The major risks, to which the charity is exposed, as identified by the Trustees and staff, are managed through the remit of the Committee system which regularly updates the Organisational Risk Register in partnership with the Senior Management Team.

Areas of risk assessed and mitigations put in place include:

- ❖ **Governance**
- ❖ **Operations**
- ❖ **Financial**
- ❖ **External Factors**

Procedures are in place to ensure compliance with Health and Safety of staff, volunteers, service users and visitors to the Yorkshire MESMAC buildings.

The Serious Incident Policy ensures that any risks are managed effectively, in a timely manner and with the involvement of all senior management, trustees and governing bodies.

The Governance Committee is the main driver of the review of all policies and procedures and ensure that they continue to meet the needs of the charity.

All BOT members and senior staff annually update their Declaration of Interest forms and all BOT meetings have this as a standing item on the agenda to ensure all potential clashes of interest are highlighted and acted upon.

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2023

Statement of responsibilities of the trustees

The trustees (who are also directors of Yorkshire MESMAC for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

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

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

Yorkshire MESMAC
Board of Trustees' annual report
for the year ended 31 March 2023

Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 20 November 2023 and signed on their behalf by

Steve Bridge

Chair

Independent auditors' report
to the Members and Trustees of
Yorkshire MESMAC

Opinion

We have audited the financial statements of Yorkshire MESMAC (the 'parent charitable company') and its subsidiary for the year ended 31 March 2023, which comprise the Consolidated Statement of Financial Activities (including the income and expenditure account), the Balance Sheets of the group and the parent charitable company, the Consolidated Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2023, and of the group's 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 and the Charities Act 2011.

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 group and 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 group's or parent 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 trustees' 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.

Independent Auditor's Report (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; 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 our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 24, 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 group's and parent 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 group or parent charitable company or to cease operations or have no realistic alternative but to do so.

Independent Auditor's Report (continued)

Auditor's responsibilities for the audit of the financial statements

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

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

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

**Independent Auditor's Report
(continued)**

Christy Yun Hing Lau FCCA CTA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

21st December 2023

Slade & Cooper Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act
2006

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	3,329	-	3,329	27,708
Charitable activities:	4	1,145,112	248,078	1,393,190	1,442,202
Other trading activities	5	62,164	-	62,164	35,000
Investments	6	3,426	-	3,426	501
Total income		1,214,031	248,078	1,462,109	1,505,411
Expenditure on:					
Raising funds	7	9,981	-	9,981	10,950
Charitable activities:	8	1,214,767	212,675	1,427,442	1,477,133
Total expenditure		1,224,748	212,675	1,437,423	1,488,083
Net income / (expenditure) before net gains / (losses) on investments		(10,717)	35,403	24,686	17,328
Unrealised gains/(losses) on investments		797	-	797	128,996
Net income / (expenditure) for the year	10	(9,920)	35,403	25,483	146,324
Transfer between funds		200	(200)	-	-
Net movement in funds for the year		(9,720)	35,203	25,483	146,324
Reconciliation of funds					
Total funds brought forward		2,156,173	127,871	2,284,044	2,137,720
Total funds carried forward		2,146,453	163,074	2,309,527	2,284,044

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

A full comparative SOFA is available on the last page of the financial statements.

Yorkshire MESMAC
Company number 02958336

Balance Sheets
as at 31 March 2023

	Note	The Group		The Charity	
		2023 £	2022 £	2023 £	2022 £
Fixed assets					
Tangible assets	15	179,171	190,211	179,171	190,211
Investments	16	1,414,717	1,413,919	1,414,717	1,413,919
Total fixed assets		1,593,888	1,604,130	1,593,888	1,604,130
Current assets					
Debtors	19	79,668	101,412	84,196	105,539
Cash at bank and in hand		698,693	685,755	683,938	670,721
Total current assets		778,361	787,167	768,134	776,260
Liabilities					
Creditors: amounts falling due in less than one year	20	(62,722)	(107,253)	(61,533)	(106,114)
Net current assets		715,639	679,914	706,601	670,146
Total assets less current liabilities		2,309,527	2,284,044	2,300,489	2,274,276
Net assets		2,309,527	2,284,044	2,300,489	2,274,276
The funds of the charity:					
Restricted income funds	21	163,074	127,871	163,074	127,871
Unrestricted income funds	23	2,146,453	2,156,173	2,137,415	2,146,405
Total charity funds		2,309,527	2,284,044	2,300,489	2,274,276

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 33 to 53 form part of these accounts.

Approved by the trustees on 20 November 2023 and signed on their behalf by:

Sue Pascoe (Treasurer)

Yorkshire MESMAC
Consolidated Statement of Cash Flows
for the year ending 31 March 2023

	Note	2023 £	2022 £
Cash provided by / (used in) operating activities	26	9,512	82,790
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		3,426	501
Purchase of investments		-	(250,000)
Cash provided by / (used in) investing activities		3,426	(249,499)
Increase/(decrease) in cash and cash equivalents in the year		12,938	(166,709)
Cash and cash equivalents at the beginning of the year		685,755	852,464
Total cash equivalents at the end of the year		698,693	685,755

Notes to the accounts for the year ended 31 March 2023

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Yorkshire MESMAC meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Group financial statements

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Yorkshire MESMAC Trading Ltd. on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure account are not presented for the charity itself following exemptions afforded by section 408 of the Companies Act 2006.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

There are no key judgments which the trustees have made which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

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

d Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised and refer to the trustees' annual report for more information about their contribution.

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

f Interest receivable

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

g Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

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

h Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading and its associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

j Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

k Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Freehold building	2%
Fixtures and Fittings	25%
Computer Equipment	33%
Leasehold improvements	over the lease period

At the date of first time transition to FRS102 (1st April 2014) the trustees have chosen to use an estimate of fair value as the deemed cost of the freehold building. There is no obligation to periodically revalue.

l Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

m Debtors

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

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

n Cash at bank and in hand

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

o Creditors and provisions

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

p Financial instruments

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

q Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

The money purchase plan is managed by Legal and General and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.50% and this is deducted from the investment fund annually. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2023 £
Donations	3,329	-	3,329
Legacies	-	-	-
Total	3,329	-	3,329
Previous reporting period			
	Unrestricted £	Restricted £	Total 2022 £
Donations	3,903	240	4,143
Legacies	23,565	-	23,565
Total	27,468	240	27,708

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

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2023 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	220,100	-	220,100
Hull City Council	450,000	-	450,000
Leeds City Council	265,177	-	265,177
Rotherham NHS Foundation Trust	168,000	-	168,000
UK Health Security Agency	-	21,104	21,104
Other Sundry Grants (below £10k)	-	-	-
Mental Health & Wellbeing			
NHS West Yorkshire ICB	-	25,643	25,643
Bradford District NHS Foundation Tst	24,284	-	24,284
Leeds Community Fndn	-	23,072	23,072
Touchstone	-	24,246	24,246
Other Sundry Grants (below £10k)	-	5,073	5,073
Community Development			
Bradford MDC	3,000	20,783	23,783
British Council	-	(26,294)	(26,294)
NLCF & The Kings Fund	-	147,486	147,486
Other Sundry Grants (below £10k)	8,342	6,965	15,307
Subtotal for Grants and SLAs	1,138,903	248,078	1,386,981
Fees and Other Income			
Training, consultancy & other	6,209	-	6,209
Total	1,145,112	248,078	1,393,190

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

4 Income from charitable activities cont.**Previous reporting period**

	Unrestricted £	Restricted £	Total 2022 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	219,996	-	219,996
Hull City Council	450,000	25,000	475,000
Leeds City Council	161,600	-	161,600
York Teaching Hospital NHS Foundation Trust	188,216	-	188,216
Rotherham NHS Foundation Trust	150,000	-	150,000
Wakefield MDC	78,405	-	78,405
Public Health England	-	(7,208)	(7,208)
Other Sundry Grants (below £10k)	921	-	921
Mental Health & Wellbeing			
Bradford District CCG	-	25,644	25,644
Bradford District NHS Foundation Tst	24,284	-	24,284
Comic Relief	-	4,732	4,732
Other Sundry Grants (below £10k)	-	4,900	4,900
Community Development			
Bradford MDC	6,000	19,896	25,896
Wakefield MDC	-	35,000	35,000
Open University	-	20,758	20,758
Other Sundry Grants (below £10k)	8,720	7,850	16,570
Subtotal for Grants and SLAs	1,288,142	136,572	1,424,714
Fees and Other Income			
Training, consultancy & other	17,488	-	17,488
Total	1,305,630	136,572	1,442,202

Yorkshire MESMAC

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

5 Income from other trading activities

	2023 £	2022 £
Rental Income	27,164	-
Commercial Trading Operations		
Yorkshire MESMAC Trading Ltd.	35,000	35,000
	62,164	35,000

All income from other trading activities is unrestricted.

6 Investment income

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

7 Cost of raising funds

	2023 £	2022 £
Commercial Trading Operations		
Trading Subsidiary Direct Costs	9,981	10,950
	9,981	10,950

All expenditure on cost of raising funds is unrestricted.

Yorkshire MESMAC

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

8 Analysis of expenditure on charitable activities

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2023 £
Staff costs	40,082	656,479	64,225	10,034	770,820
Overheads	32,220	150,282	16,661	4,644	203,807
Bad Debts	-	-	-	-	-
Project costs	37,254	125,266	24,947	273	187,740
Depreciation	11,040	-	-	-	11,040
Volunteers	791	552	30	7	1,380
Governance costs (see note 9)	13,624	38,704	3,001	282	55,611
Support costs (see note 9)	48,274	137,138	10,635	997	197,044
Total	183,285	1,108,421	119,499	16,237	1,427,442

	2023 £	2022 £
Restricted expenditure	212,675	228,341
Unrestricted expenditure	1,214,767	1,248,792
	1,427,442	1,477,133

Previous reporting period

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2022 £
Staff costs	78,944	675,476	37,213	9,938	801,571
Overheads	9,471	138,977	7,588	3,150	159,186
Bad Debts	435	-	-	-	435
Project costs	53,613	161,473	17,668	95	232,849
Depreciation	11,313	-	-	-	11,313
Volunteers	-	215	-	-	215
Governance costs (see note 9)	4,535	54,024	3,472	207	62,238
Support costs (see note 9)	17,710	177,248	13,562	806	209,326
Total	176,021	1,207,413	79,503	14,196	1,477,133

Yorkshire MESMAC

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

9 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2023 £
	Time spent or by floor			
Staff costs	area	175,977	45,108	221,085
Office costs	Floor area	21,067	-	21,067
Audit fees	Governance	-	6,285	6,285
Accountancy services	Governance	-	4,218	4,218
		197,044	55,611	252,655

Previous reporting period

	Basis of apportionment	Support £	Governance £	Total 2022 £
	Time spent or by floor			
Staff costs	area	179,697	53,598	233,295
Office costs	Floor area	29,629	-	29,629
Audit fees	Governance	-	4,920	4,920
Accountancy services	Governance	-	3,720	3,720
		209,326	62,238	271,564

10 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2023 £	2022 £
Depreciation	11,040	11,313
Operating lease rentals:		
Property	44,651	36,651
Other	4,960	5,760
Auditor's remuneration - audit fees	5,050	4,100
Auditor's remuneration - accountancy fees	3,515	3,100

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

11 Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	819,534	893,804
Social security costs	71,288	71,387
Pension costs	54,204	43,323
Staff related costs	39,362	32,585
Redundancy	10,278	-
Holiday Pay	(2,761)	(6,233)
	991,905	1,034,866
Allocated as follows:		
Charitable activities	770,820	801,571
Support costs	175,977	179,697
Governance costs	45,108	53,598
	991,905	1,034,866

No employees have employee benefits in excess of £60,000 (2022: Nil).

The average number of staff employed by the group during the period was 33 (2022: 40).

The average full time equivalent number of staff employed by the group during the period was 27 (2022: 29).

The average number of staff employed by the charity during the period was 33 (2022: 40).

The average full time equivalent number of staff employed by the charity during the period was 27 (2022: 29).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, both Technical & HR Operations Managers and the Finance Manager. The total employee benefits of the key management personnel of the charity were £232,301 (2022: £200,100).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or during the year (2022: Nil).

5 (2022: 5) Members of the management committee received travel and subsistence expenses during the year of £639 (2022: £481).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2022: nil).

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

13 Government grants

The government grants recognised in the accounts were as follows:

	2023 £	2022 £
NHS West Yorkshire ICB	25,643	25,644
Bradford District NHS Foundation Tst	24,284	24,284
Bradford Metropolitan District Council	243,883	245,892
York Teaching Hospital NHS Foundation	-	188,216
Hull City Council	450,000	475,000
Leeds City Council	265,177	161,600
Wakefield Metropolitan District Council	-	113,405
Rotherham NHS Foundation Trust	168,000	150,000
UK Health Security Agency	21,104	(7,208)
	1,198,091	1,376,833

There were no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity's trading subsidiary Yorkshire MESMAC Trading Ltd. gift aids available profits to the parent charity. Its charge to corporation tax in the year was:

	2023 £	2022 £
UK corporation tax at 19% (2022: 19%)	-	-

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

15 Fixed assets: tangible assets**The charity**

	Freehold Property	Leasehold improvements £	Fixtures & Fittings £	Computer equipment £	Total £
Cost					
At 1 April 2022	230,341	128,847	39,703	5,468	404,359
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2023	230,341	128,847	39,703	5,468	404,359
Depreciation					
At 1 April 2022	57,020	112,214	39,446	5,468	214,148
Charge for the year	5,088	5,695	257	-	11,040
Disposals	-	-	-	-	-
At 31 March 2023	62,108	117,909	39,703	5,468	225,188
Net book value					
At 31 March 2023	168,233	10,938	-	-	179,171
At 31 March 2022	173,321	16,633	257	-	190,211

There are no fixed assets held by the subsidiary company

16 Investments

	The group		The charity	
	2023 £	2022 £	2023 £	2022 £
Market value at the start of the year	1,413,919	1,034,923	1,413,919	1,034,923
Additions to investments at cost	-	250,000	-	250,000
Disposals at carrying value	-	-	-	-
Add net gain/(loss) on revaluation	798	128,996	798	128,996
	1,414,717	1,413,919	1,414,717	1,413,919
Cash held by investment broker pending reinvestment	-	-	-	-
Market value at the end of the year	1,414,717	1,413,919	1,414,717	1,413,919
Investments comprised:				
Listed investments	1,414,717	1,413,919	1,414,717	1,413,919
Cash held in the investment portfolio	-	-	-	-
	1,414,717	1,413,919	1,414,717	1,413,919

Investments are all carried at fair value and are all traded in quoted public markets. They are accumulation units in funds where investment income within the fund is reinvested in the fund. The increase in value is not shown separately as investment income but becomes part of the net unrealised gains or losses in overall market values of the funds at year end.

Yorkshire MESMAC

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

17 Subsidiary undertaking

The Charitable company owns UK subsidiary company Yorkshire MESMAC Trading Ltd., a company registered in England, Co. No. 08432642. The company has no share capital and is limited by guarantee. It has one single member which is the charity Yorkshire MESMAC. The subsidiary is used for non-primary purpose trading activities.

Accumulated profits from the previous financial year are gift aided to the charitable company. A summary of the results of the subsidiary is shown below:

Profit and loss account	2023 £	2022 £
Turnover	35,000	35,000
Cost of sales	(25,065)	(23,425)
Administration costs	(897)	(1,806)
Taxation	-	-
Donation to parent charity	(9,768)	(4,226)
 Net profit	 £ (730)	 £ 5,543
 Balance sheet	 2023 £	 2022 £
Fixed assets	-	-
Current assets	14,755	15,035
Creditors due in less than one year	(5,717)	(5,267)
	£9,038	£9,768
Called up share capital	-	-
Profit and loss account	9,038	9,768
	£9,038	£9,768

18 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2023 £	2022 £
Gross income	1,452,857	1,488,919
Result for the year	26,212	140,782

Yorkshire MESMAC

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

19 Debtors

	The group		The charity	
	2023 £	2022 £	2023 £	2022 £
Trade debtors	35,163	54,153	35,163	54,153
Other debtors	2,000	-	2,000	-
Prepayments and accrued income	42,505	47,259	42,505	47,259
Amts due from group undertakings	-	-	4,528	4,127
	79,668	101,412	84,196	105,539

20 Creditors: amounts falling due within one year

	The group		The charity	
	2023 £	2022 £	2023 £	2022 £
Short term compensated absences (holiday pay)	20,725	23,486	20,725	23,486
Other creditors and accruals	41,997	83,573	40,808	82,628
Deferred income	-	-	-	-
Taxation and social security costs	-	194	-	-
	62,722	107,253	61,533	106,114

Yorkshire MESMAC

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

21 Analysis of movements in restricted funds

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Charitable Activities					
HIV & Sexual Health					
BAME Health Network	21,077	-	(10,257)	-	10,820
See to it Yorkshire	-	21,104	(9,763)	-	11,341
Mental Health & Wellbeing					
Living Well	9,395	25,643	(20,336)	-	14,702
Bradford OPDG	12,106	20,783	(17,104)	-	15,785
Counselling Donations	10,628	-	(3,750)	-	6,878
CR - Men's Total Health	8,988	-	(3,486)	-	5,502
CNET	4,779	(4,779)	-	-	-
Creative Voices	-	9,852	(2,832)	-	7,020
Leeds Community Fndn	-	23,072	(10,895)	-	12,177
Men in Health	-	24,246	(22,092)	-	2,154
Community Development					
Erasmus 19-20	36,744	(26,294)	(10,450)	-	-
Healthy Communities	9,724	147,486	(90,924)	-	66,286
Leeds Older People's					
Forum - Now Sage	4,602	-	(5,229)	-	(627)
Sage donations	1,200	-	(1,200)	-	-
CVEW	7,078	-	(325)	-	6,753
Queer Stories Donations	200	-	-	(200)	-
DVA Voices	-	6,965	(4,032)	-	2,933
Sundry small grants	1,350	-	-	-	1,350
Total	127,871	248,078	(212,675)	(200)	163,074

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

22 Analysis of movements in restricted funds cont.**Previous reporting period**

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Charitable Activities					
HIV & Sexual Health					
P Easy	6,000	-	(6,000)	-	-
Gypsy Traveller Work	30,268	(7,208)	(23,060)	-	-
BAME Health Network	-	25,000	(3,923)	-	21,077
Mental Health & Wellbeing					
Living Well	16,481	25,644	(32,730)	-	9,395
Counselling Donations	11,188	240	(800)	-	10,628
CR - Men's Total Health	30,758	4,732	(26,502)	-	8,988
CNET	-	4,900	(121)	-	4,779
Community Development					
Bradford Covid Prevention	7,311	-	(7,311)	-	-
Bradford OPDG	8,276	19,896	(16,066)	-	12,106
Erasmus 19-20	36,744	-	-	-	36,744
Comic Relief Recovery Fund	5,820	-	(5,820)	-	-
Healthy Communities	49,780	-	(40,056)	-	9,724
Leeds Older People's					
Forum - Time to Shine	11,375	-	(6,773)	-	4,602
Sage donations	2,505	5,650	(8,155)	1,200	1,200
CVEW	-	35,000	(27,922)	-	7,078
Open University	144	20,758	(20,902)	-	-
The Final Outing - Dying					
Matters	-	2,200	(2,200)	-	-
Queer Stories Donations	200	-	-	-	200
Sundry small grants	2,550	-	-	(1,200)	1,350
Total	219,400	136,812	(228,341)	-	127,871

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

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
HIV & Sexual Health	
BAME Health Network	To develop a BAME Health Network in Hull
See to it Yorkshire	To deliver a series of tailored community based Mpox & STI screening clinics in partnership with clinical sexual health services in Bradford, Leeds & Rotherham, focusing on BAME LGBT+ folk, refugee & asylum seeking LGBT+ folk and GBT men.
Mental Health & Wellbeing	
Living Well Project	Bradford CCG grant funding for promoting social wellbeing for LGBT+ people living in the Bradford District
Bradford OPDG	Day opportunities for older people in Bradford
Counselling donations	Individual donations made to the counselling service
CR - Men's Total Health	3 year project for GBT+ young men to boost self esteem and confidence through workshops encouraging physical activity
CNET	To improve the mental well-being of the LGBT+ Adult population fo Bradford through therapeutic self-awareness groups and peer mentoring
Creative Voices	creative project for members of SAGE group (older LGBTQ+ adults in Leeds aged 50 -85 yrs) to creates much deeper and sustainable impact and engage new members, exploring the challenges of living and integrating.
Leeds Community Foundation	To improve the mental health of, and reduce suicidal ideation by LGBT+ folk in Leeds
Men in Health	in partnership with Touchstone, working with organisations in health & social care, to be the first point of contact for the Men's Action & Awareness Networks (MAAN) where they identify men who would benefit from further support and signpost/refer to VCSE organisations
Community Development	
Erasmus	Grant provided through the Erasmus higher education exchange programme for staff and organisation development
Healthy Communities	To reduces early deaths among marginalised communities by addressing causal structural inequalities
Leeds Older People's Forum - now Sage	Grant from the age in Well programme and administered by Leeds Older People's Forum to develop opportunities for older LGB&T* people in Leeds who are experiencing social isolation
Sage donations	To support engagement activities for older LGBT+ people in Leeds
CVEW	Live Well Wakefield - Coronavirus Resilience Grant
DVA Voices	In Partnerships with Leeds Women's Aid this aims to facilitate the Voices of victims and survivors to take part and co-produce activities within the Domestic Abuse Local Partnerships Board

Yorkshire MESMAC

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

23 Analysis of movement in unrestricted funds

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
General fund	1,877,709	1,214,828	(1,224,748)	10,983	1,878,772
Designated property	189,954	-	-	(10,783)	179,171
Mental Health & Wellbeing	88,510	-	-	-	88,510
	<u>2,156,173</u>	<u>1,214,828</u>	<u>(1,224,748)</u>	<u>200</u>	<u>2,146,453</u>

Previous reporting period

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General fund	1,613,536	1,497,595	(1,253,643)	20,221	1,877,709
Designated property	200,737	-	-	(10,783)	189,954
Training & comms coordinator	14,047	-	(4,609)	(9,438)	-
Mental Health & Wellbeing	90,000	-	(1,490)	-	88,510
	<u>1,918,320</u>	<u>1,497,595</u>	<u>(1,259,742)</u>	<u>-</u>	<u>2,156,173</u>

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Designated property	The current book value of property and leasehold improvements.
Training & comms coordinator	To ensure that all Yorkshire MESMAC's contracted training obligations are met, widen the training offer, increase the reputation of Yorkshire MESMAC in the sector and in the longer term generate income.
Mental Health & Wellbeing	To increase the capacity of the Senior Management team and appoint a Coordinator, to drive forward our Mental Health services by early 2022.

Yorkshire MESMAC

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

24 Analysis of group net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	-	179,171	-	179,171
Fixed asset investments	1,414,717	-	-	1,414,717
Net current assets/(liabilities)	464,055	88,510	163,074	715,639
Total	1,878,772	267,681	163,074	2,309,527
Previous reporting period				
Tangible fixed assets	257	189,954	-	190,211
Fixed asset investments	1,413,919	-	-	1,413,919
Net current assets/(liabilities)	463,533	88,510	127,871	679,914
Total	1,877,709	278,464	127,871	2,284,044

25 Operating lease commitments

The group's total future minimum lease payments under non-cancellable operating leases is as follows for each

	Property		Equipment	
	2023 £	2022 £	2023 £	2022 £
Less than one year	-	-	-	-
One to five years	-	-	-	-
Over five years	-	-	-	-
	-	-	-	-

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for

	Property		Equipment	
	2023 £	2022 £	2023 £	2022 £
Less than one year	8,324	44,651	1,360	4,960
One to five years	23,999	42,901	4,080	5,440
	32,323	87,552	5,440	10,400

There are no leases held by the subsidiary company.

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

26 Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income / (expenditure) for the year	24,686	17,328
Adjustments for:		
Depreciation charge	11,040	11,313
Loss/(profit) on sale of fixed assets	-	375
(Gains)/losses on investments	(1)	-
Dividends, interest and rents from investments	(3,426)	(501)
Decrease/(increase) in stock	-	-
Decrease/(increase) in debtors	21,744	12,910
Increase/(decrease) in creditors	(44,531)	41,365
Net cash provided by / (used in) operating	9,512	82,790

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	27,468	240	27,708	14,274
Charitable activities:	4	1,305,630	136,572	1,442,202	1,806,237
Other trading activities	5	35,000	-	35,000	20,740
Investments	6	501	-	501	958
Total income		1,368,599	136,812	1,505,411	1,842,209
Expenditure on:					
Raising funds	7	10,950	-	10,950	9,913
Charitable activities:	8	1,248,792	228,341	1,477,133	1,535,044
Total expenditure		1,259,742	228,341	1,488,083	1,544,957
Net income / (expenditure) before net gains / (losses) on investments		108,857	(91,529)	17,328	297,252
Realised gains/(losses) on investments			-	-	-
Unrealised gains/(losses) on investments		128,996	-	128,996	188,234
Net income / (expenditure) for the year	10	237,853	(91,529)	146,324	485,486
Transfer between funds		-	-	-	-
Net movement in funds for the year		237,853	(91,529)	146,324	485,486
Reconciliation of funds					
Total funds brought forward		1,918,320	219,400	2,137,720	1,652,234
Total funds carried forward		2,156,173	127,871	2,284,044	2,137,720

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Accounts

Company number: 2958336

Charity number: 1040407

Yorkshire MESMAC

Group report and financial statements

For the year ended 31 March 2022

Yorkshire MESMAC
Reference and administrative information
for the year ended 31 March 2022

Company number 2958336

Charity number 1040407

Registered office and operational address 22/23 Blayds Yard
Leeds LS1 4AD

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

Stephen Bridge	Chair
Penny Brown	Vice Chair
Stephen Hopker	Chair Governance Committee (resigned 24 June 2022)
Kirsten Foster	Chair Governance Committee, from 24 June 2022
Kenneth Leigh	Chair HR Committee
Susan Pascoe	Treasurer & Chair Finance & Business Development Committee
Andrew Goodchild	
Colin Lea	
Eric Smith	
Adam Best	
Chris Kelly	
Adam Paver	
Richard Holder	
Mike Eakins	
Craig Hassall	(resigned 15 February 2022)

Company secretary Liz Carey

Key management personnel	Tom Doyle	Chief Executive
	Ellen Hill	Operations Manager - HR
	Paul Storey	Operations Manager - Technical
	Liz Carey	Finance & Administration Manager

Auditors Slade & Cooper Limited
Beehive Mill, Jersey St., Ancoats, Manchester, M4 6JG

Bankers Virgin Money
94 Briggate, Leeds, LS1 6NP

Yorkshire MESMAC
Trustees' annual report
for the year ended 31 March 2022

The trustees present their report and the audited financial statements for the year ended 31st March 2022. Included within the trustees' report is the directors' report as required by company law.

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

YM Group of Services BOT report to 2021-22 Accounts

This year saw Yorkshire MESMAC adopt new charitable objectives.

To preserve and protect health, physical and mental and in particular, good sexual health for the benefit of the community in general with an emphasis on those communities that shoulder the highest burden of poor health, including but not limited to; men who have sex with men, LGBT+ young people and adults, women, people of colour and other people marginalised because of their race, ethnicity or nationality, people using drugs and sex workers. To support and develop strong communities which create the environment for better health outcomes and the reduction of health inequalities.

These charitable objectives better describe the work we are presently undertaking and encompass our vision for the charity in the near future.

These objectives were formally adopted 14th October 2021, following the agreement of the Charity Commission.

Activities

Our work is split into three broad workstreams;

- Sexual Health
- Mental health
- Community Development.

These workstreams are not silos and often overlap with one another.

SEXUAL HEALTH

Key developments

We stopped delivering services across York and North Yorkshire in December 2021 following York and Scarborough Teaching Hospitals NHS Foundation Trust's decision to take this service in-house. Our service in Wakefield continued from April to September 2021. We were successful in our bid to provide the integrated sexual health promotion service in Leeds, this new service, working with all those most at risk from HIV and poor sexual health was launched April 2022. We have been successful in our partnership bid with The Rotherham NHS Foundation Trust to continue and widen the services we provide in the borough; this service was mobilised during March with a launch date of 1st April 2022. Our service contract in Bradford has been extended to 31st March 2023.

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HIV and STI testing

Our testing service offers HIV testing and Chlamydia and Gonorrhoea screening in all areas where we work. Service users could also access Syphilis testing in Hull, Rotherham, Bradford, York and North Yorkshire and also in Wakefield until end of September 2021.

Our bespoke online booking system www.bookatest.com has been a useful means of enabling people to access testing more effectively, it allowed us to flex our testing offer to meet the varying demands and advice re Covid-19 restrictions. A welcome, though unexpected result, of relying on Book-A-Test has been a significant reduction in did-not-attends.

During times where Covid-19 restrictions meant we have not been able to deliver face to face testing we have referred to home testing options and supported our service users to continue regular screening (these figures are not reflected in the numbers below)

In 2021 -2022

1,750 HIV Tests

111 Pregnancy Tests

1796 Chlamydia and Gonorrhoea screens

1046 - Syphilis tests

Some highlights from our Sexual Health services for the year are described below.

Leeds

A key aim for the Leeds service is to increase the access to and accessibility of our services to BAME communities especially those from LGBTQ+ communities.

We re-established (post Covid-19) our successful Testing Times service and launched a PrEP clinic offering PrEP prescription in collaboration with Leeds Sexual Health in a community venue.

During National HIV Testing Week 2022 our Leeds site delivered 16 testing sessions over 10 community venues, including 3 Leeds City Council venues with a high number of service users being from BAME communities, first-time testers or under 25. We found one reactive result.

In 2022, YM Leeds offered a men's health workshop at a hotel in Garforth with Afghan refugees. This health session highlighted a very low knowledge of basic sexual health and the session was focused on sexual health in the UK, how to access clinics & community services, what symptoms might look like and how to protect yourself and your sexual partners. YM Leeds also offered the opportunity for testing and a private 1:1 which brought up issues around access and knowledge of the UK health service. With the local Integrated Sexual Health service outreach team, we are exploring strategies to better meet the needs of the all genders in this venue going forward.

We took part in a Leeds City Council health event aimed at Roma traveller communities. This event was the first of its kind bringing multiple organisations together to benefit Roma communities – from this, we are building network opportunities with professional and community organisations to offer appropriate and culturally competent STI testing and pregnancy testing services to Roma travellers this client group in Leeds.

Yorkshire MESMAC launched the Queer Outreach Clinic based at Wharf Chambers, a queer co-op venue based in Leeds and offered sexual health support to some of the most at-risk service users in Leeds, offering outreach testing, PrEP referrals and supporting access to local services such as Gender Identity Clinic & the Drug & Alcohol service.

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Continuing to support communities typically underserved by mainstream health services, Yorkshire MESMAC Leeds launched a Community Sexual Health drop-in (For asylum seekers, refugees and POC) based at Woodhouse Community Centre. This runs in collaboration with Micro Rainbow & Leeds Sexual Health. This service offers sexual health screening & PrEP consultations in a community location, YM Leeds consulted a local asylum seekers group about the name of this clinic to make sure it is easy to understand.

Rotherham

Our Rotherham service has been successful in securing another 5 years of funding. During the past 12 months this service has dealt with the challenges of Covid-19 while expanding its outreach locations.

Our team have introduced new services for Sex Workers in Rotherham with the creation of a Sex Worker Network, monthly Sex Worker Drop-In and targeted online and street-based outreach. Our Sex Worker Drop-In is a multi-agency drop-in supported by the Hepatitis Nursing team and local clinical sexual health. Women can also access free condoms, period products, clothes, reading glasses or simply a cup of tea and a chat.

Our Rotherham project has also introduced Hepatitis dry spot testing to its testing offer.

Hull

Our Hull service has seen a swift return to pre-pandemic activity during the second half of the year with a total of 33,222 service users in the last 12 months. An impressive 1,569 outreach visits to 152 individual locations have been achieved in a year when Covid-19 regulations have made face to face contacts challenging.

This year has seen Hull's Youth Activation team start a new initiative. The pilot project in a local school trains young LGBTQ+ people to become peer champions and provide support to other LGBTQ+ students. The project is structured to provide training over a six-week period which includes STIs, LGBTQ+ awareness, healthy relationships, consent, boundaries and contraception. This will allow them to offer some advice and support and if necessary, signpost to our organisation for further support. A total of 14 Champions have been trained this year.

Bradford

In the last financial year 2021/2022, most of our key activities like one to ones, group support, trainings to professionals and outreach were delivered online due to Covid-19 restrictions. Our main focus was in trying to ensure continuity of basic support services to our service users who include people living with HIV and young LGBTQ+ folk – making every contact count (MECC) for broad public health outcomes and with tailored Covid-19 support packages. Our staff managed to work around Covid-19, and there were massive improvements in outcomes as compared to the previous year. Our outreach activities reached a total 3154 people compared to 897 the previous year, number of professionals receiving training on HIV or LGBTQ+ awareness was 280 from 166 and the new service users were 198 from 98. Also, 410 food parcels were distributed to service users in need, especially those living with HIV, and in receipt of little or no income. Face to face activities like testing and peer groups support also had increases in numbers due to the lifting of Covid-19 restrictions in the last half of the year.

Condoms and Lube

Covid-19 restrictions meant that our condom and lube distribution was focused on our postal service rather than more traditional methods of through bars, saunas, PSE sites, or in-person to service users. We have increased our condoms by post, ordered by users digitally or over the phone. As restrictions relaxed we increased the number of real-world venues we have been able to use to distribute condoms and lube.

Condoms distributed by our postal service have increased by 54% to pre Covid-19 levels.

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Pre-Exposure Prophylaxis's (PrEP)

One of key values is improving outcomes by the effective use of technology. PrEP is a relatively new technology to add to our combination prevention approach. We have developed information resources for service users. We have worked closely with our clinical partners to develop PrEP clinics, community triage and effective referral pathways. This year we have made 152 referrals to PrEP, in Leeds.

What we do know is that knowledge, and so access to PrEP, is not evenly spread amongst those who would benefit from it. Therefore, a key target for us is to increase the number of PrEP referrals from women and racialised minorities. We will be investing additional resources from our charitable reserves to ensure that this becomes a reality.

A South American, Spanish speaking, Gay man attended one of HIV testing sessions. It became clear that whilst he knew about HIV and its transmission he did not know about PrEP and how effective it can be in the prevention of HIV transmission. Following this intervention, he brought a number of his Spanish speaking friends to the service and with close working with the Local Sexual Health service 4 of them are now on PrEP.

Improved Acceptability and Access to Clinical Sexual Services

Not all sexual health interventions lend themselves to a community-based approach. Therefore, we offered training, advice and support to commissioners and clinical colleagues, and have developed partnerships and consortia with clinical providers to improve services' referral mechanisms and pathways. This year we are particularly proud to have worked with our clinical partners, Leeds Sexual Health, Rotherham Integrated Sexual Health Services and Locala in Bradford to develop tailored community based clinical sexual health services for Trans folk, sex workers and young people, delivered from our premises, where possible.

We offer training and consultancy to services and organisations who wish to make their offer more accessible, acceptable and appropriate to LBGTQ+ people. During this year we trained 1481 professionals, with 93 sessions being delivered.

We have received funding from West Yorkshire Health and Care Partnership to Co-produce a video with Local Trans+ people to meet the training needs of primary care staff re Trans healthcare.

Outreach

We use Targeted Outreach to take services to people who are distanced or disenfranchised from the usual channels of information and sources of support. Real world opportunities to engage in this outreach have included; streets, bars, clubs, education setting and places of worship etc.

The restrictions imposed by the Covid-19 pandemic meant staff have further developed our Virtual Outreach offer to reach people via digital platforms. This outreach has been a crucial tool in maintaining service delivery throughout lockdown and has enabled us to successfully support the most marginalised.

As Covid-19 restrictions have been relaxed we have been able to reintroduce outreach in appropriate settings following risk assessments.

45,657 adults were reached during outreach, across 713 sessions. 57% of sessions were delivered face-to-face, and 43% were delivered virtually. (Young people's figures are reported separately)

HIV Support Services for people living with and affected by HIV

These are delivered as part of our integrated prevention service in Bradford

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Social Support services aim to move PLWHIV from a cycle of dependency to independence and self-sustainability by improving their emotional wellbeing, and life chances, increasing their ability to make informed choices about their physical health and to combat HIV-related stigma. The project also supports partners and children.

We were able to secure funds from the National Lottery's Awards for All scheme to support those People Living with HIV (PLHIV) in the highest needs in Bradford. We look forward to continuing this increased support for PLWHIV in the district. This year saw 13 new service users, and the delivery of 182 positive self-management sessions

Tailored Services for Young People LGBTQ+

We know that Young people have been disproportionately impacted by Covid-19 with the loss of friendship and school networks. LGBTQ+ young people, particularly those living in a hostile environment due to their sexuality or gender identity, have a hard time, therefore it has been essential that where we can, we continue to offer services both online and in the real world.

Our LGBTQ+ youth group in Bradford, BLAGY, delivered 46 sessions, with a total of 260 attendances. Attendances were made up of 24 individuals, with 7 being new to the service this year.

Our youth groups in York and North Yorkshire delivered 38 sessions, with a total of 349 attendances. Attendances were made up of 52 individuals, with 12 being new to the service this year.

Tailored Services for Young People – Universal Offer

Our Hull service has bespoke services aimed at improving the sexual and reproductive health of the City's young people. Services include STI and pregnancy screening and testing, contraception advice and referral, sexual health advice and guidance, condom provision, RSE education in schools and a comprehensive outreach offer to sixth forms, further education settings and youth services. 79% of our 33,222 service users in Hull are aged under 24.

This year has seen our outreach offer increase and we now have a presence in every college in the city. We have also introduced a drop-in at Kenworthy House, this is a venue which provides services to those young people who are the most vulnerable and potentially do not access education settings. Working closely with our local clinical sexual health outreach team we have developed specific contraception drop-ins in key locations where young people can access our support at the same time as receiving a range of long acting contraception services. This innovation has seen 336 young people receiving contraception through our service.

Hull has also launched its Sexual Health Champions scheme in Hull. As part of our Youth Activation Team of young volunteers, the Sexual Health Champions are young LGBTQ+ young people identified in schools who are trained and supported to act as peer mentors and bridges to sexual health information for other LGBTQ+ young people who may feel excluded from main stream sexual health messages in schools. We have 14 Champions in place and this number will build in the coming year.

Quote from a Champion - 'Being a Peer Mentor has taught me a lot of things. It has taught me when to give advice and when to just listen. It has taught me how, when and where to ask for help. Peer mentoring allows me to do something worthwhile and help people when they need it the most. I have gained countless skills and confidence being a Peer Mentor. Peer mentoring is important because it allows people to talk to somebody closer to their own age that has similar experiences to them. I am then able to signpost to wherever is relevant and necessary to be able to help people.'

Our Rotherham service has spent this year building its outreach locations in schools and increasing the reach of our services. We have also added YMCA and My Place to our regular young person's outreach to access young people who are not in education.

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Innovation Fund – Gypsy/Traveller Sexual Health Project

This project was set up for the purpose of improving the accessibility of sexual health services to a group that has traditionally been underserved. It is known that women in the traveller community have the highest rates of stillbirth and maternal death out of any other ethnic group. The project was set-up to raise awareness and potentially address these issues with a community-led programme of training, resource development and education to improve the knowledge, access and uptake of sexual and reproductive health services for Gypsy and Traveller Women within the City and Vale of York.

As this project was running through the Covid-19 pandemic there were challenges with delivering face to face training. Despite this, YM was successful in delivering 8 training sessions with a total of 72 attendees. The subjects for these training sessions included Women's Cancer, Midwifery (pre/post pregnancy and breast feeding), STI awareness and contraception. The attendees of the training were from the community and also from the Traveller's Trust (TT) who were our delivery partners on the project. The training sought to provide knowledge to the women and build confidence in the TT staff to support women in the future. As some of this training was delivered by NHS professionals in cancer care, sexual health and midwifery it also built bridges between services and the gypsy traveller community.

A further 5 focus groups were delivered with a total of 29 attendees. These focus groups were designed to allow the women to shape the creation of the resources the project produced and consult on how they would like services to look. A final celebration for the contributors to the project was held to reflect on the work done and solidify relationships between the community and services.

The project also saw the creation of 7 resources for the community to give easy to access and culturally appropriate information on sexual and reproductive health. These resources were created with input from the community given in the focus groups to ensure they met the needs of the women.

COMMUNITY DEVELOPMENT

Our community development projects aimed to increase our communities' collective capacity to deliver services which improve health and wellbeing.

Older LGBTQ+ people

Sage supports older LGBTQ+ people in Leeds and Older and Bolder supports LGBTQ+ older folk in Bradford who are experiencing social isolation and loneliness through provision of a drop-in service and other events, provision of volunteer support and developing opportunities to volunteer, while building the skills of the professionals who work with them.

Although funding for The Sage project came to an end in 2021, The Board of Trustees, decided that at the height of a pandemic it was not acceptable to leave some of our most vulnerable service users isolated therefore they agreed to invest charitable funds to keep the group and service running. We are looking at how we can make both of these groups sustainable in the future, by sharing a worker and closer working with emerging older LGBTQ+ groups in both cities.

Sage – there were 87 group sessions delivered, with a total of 465 attendances across all sessions. Numbers varied from 2-14, average attendance was 5 people. 37 individuals accessed the group, including 13 who were new to the group this year.

With funding from Bradford Council's Day's Opportunities, we support Older and Bolder, a group for older Gay Bisexual and Trans men, this group meets at Bradford Equity Centre and compliments its sister project Older and Wilder which is supported by Equity Partnership staff.

On average 6 men attend Older and Bolder and 16 women attend Older and Wilder each week.

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GOW - Gender Outreach Workers

Are employed by Leeds Gender Identity Service (GIS) and hosted at Yorkshire MESMAC where we provide support and links into local LGBTQ+ communities. Currently the GOW provides one to one and group support to Trans people on the waiting list for Leeds GIS around a number of issues to help manage some of their concerns around transitioning such as access to hormones, name changes, voice training etc. The GOW has been instrumental in meeting a wide variety of Trans people's needs including starting mental health groups, sexual health outreach clinics, etc. and ensuring all the services they are involved in, whether delivered themselves or referred into, are accessible for Trans people from across Yorkshire and the North of England.

During Covid-19 the GOW was limited to small numbers of online 1:1 appointments limited face to face services returned in late 2021 after risk assessments. This will however be under review and could change in response to Covid-19 and other emerging public health issues.

Between October and December, a total of 1604 one to one appointments were conducted the majority via email, other modes of communicating were phone, Zoom, social media and limited face to face meetings.

The Trans Clinic was re-launched in early 2022 in partnership with LSH and Yorkshire MESMAC. The service offers sexual health screening for Trans people, coil fitting for Trans-men & Non-binary, sexual health treatment & advice in a community setting. The plan is run this service alongside community-led trans groups once in person group work is approved by the NHS.

The GOW is working with various venues in Leeds to get the very successful Making Waves trans swim group relaunched post Covid-19. The GOW also led on the creation of a gender peer supporters peer support network which is now up and running. Yorkshire MESMAC and GIC are recruiting and expanding the service in spring 2022, including a GOW Coordinator.

In 2021-22 Most people accessing GOWs were white transwomen, but there has been an increase in contact from non-white people and larger increases of transmasculine and non-binary people.

.ICTA Open University

This research project was a partnership between the Open University (lead researcher), community expert researchers based in charities, of which Yorkshire MESMAC is one, and a number of Gender Identity services across England and Wales. The research sought to assess various models of health care for Trans adults especially around the integration of wider health care into any transitioning services the Trans adults involved in the research were engaged in or had been through. The report products from this research are published at the following link <https://business-school.open.ac.uk/research/projects/icta/updates> A final report is underway and will be accompanied by training opportunities for health care professionals.

Vaccine Hesitancy - Wakefield

We were commissioned by Wakefield City Council, to undertake work to overcome barriers to Covid-19 vaccination testing with most at risk populations across the district. This programme performed extremely well reaching and delivering Covid-19 vaccines to most at-risk and marginalised groups including, Black African communities and asylum seekers currently living in immigration dispersal centres.

Yorkshire MESMAC worked in partnership with local community and faith leaders, Wakefield Council and NHS staff, to co-design and deliver Covid-19 information and advice in community accessible venues at appropriate times. Harnessing statutory and community skills and resources saw our reach far exceed the initial target by over 400%, a total of 3210 people were directly reached with hundreds being vaccinated as a result of joint efforts. This programme saw us

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consolidate our links with community groups and has acted as a conduit and connector for future work with the local, the NHS, with Christian churches, Zimbabwean Community, Gambian Community, South Africans, Zambians and Congolese living in Wakefield.

Healthy Communities Together:

This first phase of the project (March 2021- November 2021) was a partnership between Leeds Solidarity Network members, Leeds Clinical Commissioning Group and Leeds City Council Public Health Team. The Leeds Solidarity Network comprises Leeds Asylum Seekers Support Network, Yorkshire MESMAC, Leeds GATE and Basis Yorkshire who work for and with asylum seekers and refugees, LGBTQ+ folk, Gypsies and Travellers and Sex Workers, respectively.

Funded by the National Lottery and supported by the King's Fund, who are providing leadership consultancy and policy environment assistance to the project, we seek to investigate the ways in which systems in Leeds create the extreme health inequalities faced by these marginalised communities. In the second phase of the project, which has now been agreed, we will map these systems, the key players, policies and fulcrums for change with the intention during the this next phase of the project (Jan 2022 – March 2025) of working collaboratively on developing new ways to commission from the margins. We are currently appointing project staff to drive this work forward in 2022 with the intention of looking at what "commissioning from the margins" looks like, to create a model that could work for a range of marginalised groups. Making the paradigm shift needed to support it, from transactional to mutual relationships between partners.

MENTAL HEALTH AND WELLBEING

Increasing our mental health and wellbeing offer has been identified as a key strategic objective for the charity going forward. We have designated funds to employ a Coordinator to drive forward this agenda. 2021 has seen an increase in demand for our mental health services compounded by Covid-19 restrictions which has meant we have had to be innovative and fleet of foot in both design and delivery.

Counselling:

Counselling was delivered remotely via zoom or telephone; service users and counsellors alike continue to prefer remote counselling options. Counselling will continue to remain remote as the services are working well this way and have done consistently since the first lockdown in March 2020. We continue to update counsellors and assure them that there will be no pressure to return to face to face work when and if the situation changes and Senior Managers confirm F2F activities can resume.

Counselling in Leeds criteria remains for issues around sexuality and sexual health for MSM, Gay, Bisexual, Questioning men of any age, and female partners of MSM. Also, for people under the age of 25 who identify as lesbian, bisexual, questioning women and trans folks with issues around sexuality and sexual health.

Counselling in Bradford criteria remains for: issues around sexuality and sexual health for MSM, Gay, Bisexual, Questioning men of any age, female partners of MSM, and sex workers, anyone living with or affected by HIV. Lesbian, bisexual, questioning women and trans folks of any age for support of non-complex, non-crisis mental health issues.

Counselling in both areas are limited to 6-8 sessions, short term counselling, made via self-referrals or professional referrals online by post or over the phone.

Counselling referrals to counsellors in 2021-22:

Wakefield: 50

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Leeds: 76

Bradford: 40

Wellbeing Support Sessions (Bradford)

Co-counselling Wellbeing Support Sessions are offered on-line through Zoom. Sessions are offered weekly, for 1.5 hours. There is a strong demonstration of individual commitment to the group and peers through regular group attendance. Referrals to the group continued throughout the period.

Total Attendances: 410

Average attendance per session: 8

Newcomers: 14

Online Therapeutic workshops (Bradford):

Therapeutic workshops this quarter included new and returning attendees. These sessions are open to the LGBTQ+ community and tailored around the emerging needs and requests from regular group members as to what they would find helpful to address. Workshop themes include: peer mentoring skills, 'common' issues experienced by LGBTQ+ people, destructive behaviours, eating disorders, gender identify, racism and LGBTQ+ issues, drugs and alcohol, asylum status impact on mental health. There have also been use of the Danish concept of the 'human library' where by information is shared and exchanged through conversation. The group feedback is regular 'human library' workshops are helpful and inspiring,

Total Attendances: 76

Average attendance per session: 6

Newcomers: 11

Total Men's Health

This Comic Relief Funded project aimed to improve the health of Gay, Bisexual and Trans (GBT) Men reducing barriers to sport and increasing the capacity of sports organisations to support GBT men. Much of this work was disrupted due to Covid-19 restrictions and pressures on schools and colleges etc. This means we had an underspend on staff time and activities. The flexibility of Comic Relief means that we have been able to redesign the outputs of this project including the production of a video that will act as a training resource and legacy for the project.

Older LGBTQ+ people

Sage supports older LGBTQ+ people in Leeds and Older and Bolder supports LGBTQ+ older folk in Bradford who are experiencing social isolation and loneliness through provision of a drop-in service and other events, provision of volunteer support and developing opportunities to volunteer, while building the skills of the professionals who work with them.

Although funding for The Sage project came to an end in 2021, The Board of Trustees, decided that at the height of a pandemic it was not acceptable to leave some of our most vulnerable service users isolated therefore they agreed to invest charitable funds to keep the group and service running. We are looking at how we can make both of these groups sustainable in the future, by sharing a worker and closer working with emerging older LGBTQ+ groups in both cities.

Sage – there were 87 group sessions delivered, with a total of 465 attendances across all sessions. Numbers varied from 2-14, average attendance was 5 people. 37 individuals accessed the group, including 13 who were new to the group this year.

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With funding from Bradford Council's Day's Opportunities, we support Older and Bolder, a group for older Gay Bisexual and Trans men, this group meets at Bradford Equity Centre and compliments its sister project Older and Wilder which is supported by Equity Partnership staff.

On average 6 men attend Older and Bolder and 16 women attend Older and Wilder each week.

FINANCIAL REVIEW

Income in 2021-22 was £1,505,411 which was below previous year's income caused by the reduction in service delivery in Wakefield, York and North Yorkshire. Our unrestricted net income was also reduced to £108,857 but was held up in part due to a reduction in salary costs and changes in delivery mode of our work which reduced transport costs. We also made further unrealised gains on investment of £128,996. Cash provided by operating activities was £82,790.

We continued to secure short term monies from a variety of non-recurrent funding sources, across all areas of our work, but at a reduced rate due to the ending of COVID support grants. Our income from donations has increased due to a legacy received in this period.

We have continued to manage some small grants for emerging community groups particularly serving the Trans community. The income from our Trading Company allows trading income generated to be entirely ring fenced from grant funding.

Reserves

The Board of Trustees (BOT) regularly reviews the charity's reserves requirement. Based on this our policy is to aim to maintain at minimum three months of budgeted expenditure as net current assets in reserves with the aim of reaching 6 months and to include monies to cover 100% outstanding commitments on our leasehold properties, calculating a minimum commitment on all leases of 5 years and including the cost of any required dilapidations and reparation works to the buildings.

The overall target this year using our budgeted expenditure is £989,066 the present level of current assets and fixed asset investments, of which £1,413,919 is listed investments, available to the charity is £1,877,452 which means we have exceeded our overall target this year.

The Trustees aim to use funds from these cash balances to support the organisation's development in particular our Mental Health and Wellbeing offer and to expand our geographical footprint, where feasible.

In the current economic climate we feel it is essential that we maintain a strong reserve position and ensure the most appropriate use of funds. Our focus is on ensuring that investment in long term operational and financial sustainability has the highest impact on the needs of our service users.

Review of Reserves

The charity had total reserves at the end of the reporting period of	£ 2,284,044
Amount of that total that was restricted to specific use by funders was	£ 127,871
Leaving unrestricted are amounts designated of	£ 2,156,173

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Within unrestricted funds are amounts designated of	£ 278,464
The only material amount is	£ 189,954
Which represents the net book value of property and leasehold improvements and will reduce in line with the charity's depreciation policy	
And	£ 88,510
To increase the capacity of the Senior Management team and appoint a Co-ordinator, to drive forward our Mental Health and Wellbeing services by early 2022.	
Both to be self-financing by March 2023	
The general fund remaining after designations is	£ 1,877,709
Of which	£ 257
Would only be realisable by disposing of tangible fixed assets leaving	£ 1,877,452
Of free reserves	

Going Concern

As Trustees we consider that there are no material uncertainties about the charitable company's ability to continue as a going concern over the next reporting cycle. We have formed this view based on the following factors:-

- Our current contract and financial performance plus cash and investments position together with our prudent reserves policy
- We have multiple funding streams and, a well-developed management and governance structure, which has an inbuilt flexibility to adapt to mitigate potential loss of contracts which is further mitigated as employees working on such contracts would be covered by TUPE to transfer to a new service provider
- We actively manage business risks. We adopt a planning process, including budget projections which takes into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure
- Given the timeframes inherent in the main areas of our funding the charity would have time to plan and reconfigure the organisational structure in line with any radical change in income and potential geographical reach.

Remuneration policy for key management personnel

The overall goal of Yorkshire MESMAC's pay policy is always to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and/or deliver the charity's aims.

Trustees are ultimately responsible for setting remuneration levels for the charity's senior staff.

In deciding levels of pay and rewards Trustees consider:

- the purposes, aims and values of the charity and its beneficiaries needs
- how this impacts on overall pay policy for all employees, and for the senior staff in particular, including whether a 'discount' compared with pay for similar roles in other sectors is appropriate

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- the types of skills, experiences and competencies that the charity needs from its senior staff, the specific scope of these roles and the link to pay
- the charity's current business plan and how the implementation of this plan may affect the number of senior staff the charity needs to employ or recruit and the nature of these roles
- the charity's ability to pay – this includes the cost to the charity of raising pay, and whether it is sustainable, and how appropriate the level of pay, and any pay increase, is in the context of the charity, as measured against the needs of its charitable purposes and beneficiaries
- the likely impact on, and views of, beneficiaries, donors, funders, volunteers and potential volunteers, where appropriate

Yorkshire MESMAC senior management team (currently Operations Managers, Finance/Administration Manager and CEO) are linked to the appropriate point on the NJC pay scale, decided by the criteria above. Trustees review of senior pay at regular intervals to ensure we offer fair pay to attract and retain staff.

Principal sources of funding

Principal sources of Funding continue to be from government grants for example HIV prevention and social support work in Bradford, Hull, Leeds, are provided through local authorities.

In Rotherham and North Yorkshire & York there were partnerships with the local sexual health services Rotherham NHS Foundation Trust and YorSexual Health.

The psychological therapies part of our mental health work in Bradford is commissioned by Bradford District Care Trust. Bradford Districts Clinical Commissioning Group supported online outreach and resources developed by LGBTQ+ young people to improve mental health and wellbeing.

Bradford local authority funds the Older People's Day Opportunities Project and working to prevent suicide in LGBTQI+ communities. While Hull City Council funded the development of a BAME Health Network.

Comic Relief continued to fund the Men's Total Health Project.

Alongside short-term projects partnership work via the PHE Innovations fund continued and further work was also funded in Wakefield to encourage marginalised communities with vaccine take-up.

Investment policy

Investment Objective

To hold sufficient unrestricted reserves to meet the reserves policy designed to maintain the charity through difficult financial periods and to maintain the real value of those reserves and to generate income from those reserves to supplement the costs of providing the range of services provided by Yorkshire MESMAC.

To maintain sufficient liquidity in the form of bank deposits to cover any short-term liquidity requirements.

To invest any additional reserves above a liquidity requirement with a total return investment objective seeking income generation with an additional aim of at least maintaining the value of those reserves over time after adjusting for RPI inflation.

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Risk Profile

The Investments are to be managed at a *medium* level of risk. This means that there will be moderate risk to the invested capital but increased opportunities for longer-term growth in both capital and income. The prospects of short-term volatility are consequentially greater.

The investment portfolio will be broadly balanced between equities and non-equities by the use of cash deposits and collective investments exposed to a diversified spread of equities and fixed interest investments. There may be some exposure to other asset classes within such funds.

Investment Restrictions

There are to be no specific investment restrictions.

Investment Management

The trustees have decided not to appoint a discretionary investment manager at this stage but to utilise collective investment funds to achieve diversification. It is felt that at this stage the likely overall value invested does not justify the costs of an external discretionary investment manager.

The investments are monitored and reviewed by the Finance Administration Manager, the CEO and the Finance Business Development Committee on a regular basis four times per year.

Investment Valuations

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year. Our investment holdings were valued at £1,413,919 the balance sheet date.

Asset Collective Allocation (excluding cash deposits)

Charitable Investment Funds – 100%

Current Cash Assets

Current cash assets continued to be distributed across a number of unconnected banks to ensure the funds are secure and by managing these deposits carefully we have increased income modestly while managing risk. Our cash holdings at the balance sheet date were £685,755.

PLANS FOR FUTURE PERIODS (2022-23)

The key objective for the next financial year is to secure future funding for our services in Hull and Bradford, both of which we expect will be retendered in 2022 with the new services being operationalised in 2023.

Our Board of Trustees will refresh our detailed five-year plan in 2022; however, there are already some clear broad consensus areas for action driven by our new charitable objectives. Our new charitable objects not only better describe to the work of Yorkshire MESMAC presently they are also a road map for future action. A renewed emphasis on mental health will require additional investment in this field. Our strategic investment, from charitable reserves, into a mental health coordinator post to drive this agenda forward, underlines our

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commitment and increases our capacity to create and react to new opportunities in this field. This includes building on and developing new partnerships and “being in the room” to influence policy that effect the communities we work with.

Reducing health inequalities shouldered by marginalised groups is a clear call to action. We know for example, that access to PrEP is not equitable for all those who would benefit from it; this is particularly true for women and people of colour. 2022 to 2025 will see us working towards better access to PrEP for these communities, co-producing campaign and materials to inform and educate our communities, together with working with policy makers and providers to reduce barriers. We will commit spending some of our reserves to co-produce information campaigns for the most marginalised communities.

Partnership working continues to be a major feature of our work moving forward. The Healthy Communities Together project, that we are leading, will not only help us develop new relationships particularly in the statutory sector, it will also give us new insights, strategies and structures to build relationships, that deliver better services for marginalised communities.

Internally, our long serving Admin and Finance Manager will retire in 2022, whilst it is always difficult to lose a valued and valuable member of staff, it is also an opportunity for us to review and redesign roles to ensure best fit for the future. We expect to appoint a new Finance Manager in the latter half of 2022.

The pandemic has made us think about how we use our buildings, what our workspaces will look like in the future. Owning our building in Bradford has highlighted the security, flexibility and economies that this model can impart, it also has potential drawbacks including locking in large amounts of resources. Ownership is amongst a range of possibilities we will examine for example sharing our buildings subletting our offices and community spaces to a compatible and complimentary community organisation. Whatever the outcome of this process we are committed to ensuring that our buildings are fit for purpose, for both our service users and staff and we are committed to investing in our physical infrastructure.

Equally important to our physical infrastructure is our online offer, we will invest in a major refresh of our websites and other digital assets ensuring their accessibility acceptability and appropriateness to our communities.

As cost of living continues to increase, we expect that this will have an impact on wage inflation, possibly higher than we estimated when submitting funding bids. We will work with our funders and commissioners to explore reasonable and fair solutions to this potential situation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Yorkshire MESMAC is a company limited by guarantee, first registered on 12th August 1994, number 2958336 and was registered as a charity on 24th August 1994, number 1040407. The company was established under a Memorandum of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment, Appointment and Induction of Trustees

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The Directors of the Company are also Charity Trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees (BOT). Potential Trustees are recruited via our website, through word of mouth and recommendations, the local voluntary sector volunteer units and recruitment via interested individuals and users of our service plus local relevant press. Health, finance, legal, administrative, personnel, training, strategic planning, safeguarding, local health commissioning and social care skills are represented on the Board of Trustees. The Trustees wish to ensure that the makeup of the BOT fully represents the breadth of the communities we serve and is actively recruiting to address this issue. The BOT have also reviewed the skills mix on the board and continue to develop a supportive and effective induction process for new trustees.

Under the requirements of the Memorandum and Articles of Association Trustees are formally appointed at the Annual General Meeting, also at every Annual General Meeting one-third of the Trustees retire by rotation. The Trustees who retire by rotation are those who have been longest in office since their last appointment or reappointment. Other Trustees can be appointed throughout the year and have their appointment formalised at the Annual General Meeting.

Our process of Trustee appointment and induction is.

- 1) Potential new Trustees are asked to complete an Expression of Interest form along with our skills mix profile, which are sent to the chair.
 - 2) The chair then has a discussion with the interested person to explain what the role involves in terms of time and commitment and the skills they can bring to the organisation, and can benefit from in return. This meeting is also to give a potential Trustee the tools they need to contribute to the BOT (e.g. explanation of jargon, acronyms), and to discuss any needs they may have to allow them to participate fully in BOT (e.g. childcare, sign language interpreter).
 - 3) Potential BOT members receive an information pack and are invited to attend three meetings as observers, this gives them a chance to ask questions and gain an overview of the organisation and their potential role within it.
 - 4) If a Trustee is returning with less than a gap of three years, they observe at one meeting.
 - 5) All Trustees introduce themselves at the beginning of meetings when there are new people in attendance.
 - 6) Following attendance at three meetings the BOT make a decision whether to invite the potential Trustee to join the BOT, in the case of a returning Trustee (see above) the decision can be made after one meeting.
 - 7) The chair contacts the potential Trustee to get their feedback, address any concerns expressed by them or the BOT, clarify the role of the BOT within the organisation and establish if they are still happy to join the BOT.
 - 8) When new Trustees want to visit any projects they make arrangements themselves via contact information given by Senior Management.
- Enhanced DBS checks are carried out on all Trustees, before they are registered as a director at Companies House.
 - Within one month of joining as a Trustee there is a requirement to complete an online Level 1 Safeguarding course, for both Adults and Children.

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- A “Buddy” arrangement for new Trustees has been developed, which pairs them with an existing Trustee, who provides practical support, and answers any questions they have for example; about the organisation or specific agenda items. The “Buddy” relationship has no specified end date, and lasts as long as the new Trustee feels it is helpful.

The Trustees are kept up to date with the practical work of the charity through their individual involvement in the work of the charity and their committee work. Yorkshire MESMAC has four regional offices in Bradford, Hull, Rotherham, Leeds.

Organisational Structure

Yorkshire MESMAC currently has a Board of Trustees (BOT) of 14 members from a variety of professional and personal backgrounds relevant to the work of the charity. They meet four times a year as a full Board and attend a further 4 Sub Committee meetings. They are responsible for the strategic direction, policy monitoring and development, employment procedures and proper fiscal oversight of the charity. They review strategic plans for the organisation in line with negotiated contracts in order to ensure that the highest quality services are provided for our target groups. Further aims of the BOT are to maintain an overview of the organisation, to safeguard the values and principles of the organisation.

The Board appoints a Chair, Vice Chair and Treasurer and there is a Lead Safeguarding trustee. The Finance/Administration Manager sits on the BOT as Company Secretary but has no voting rights.

The Trustees can appoint one or more committees of three or more Trustees to perform any function or duty, which the Trustees agree would be better carried out by a committee. At present the three core committees are Finance and Business Development (FBD) Governance (G) and Human Resources (HR). All Committees have a minimum membership of three Trustees and one senior staff member. This year, the Board has set up a separate sub group to develop and oversee the Equality, Diversity and Inclusion (ED and I) strategy. This group will report directly to the Board and report progress at each Board meeting.

Each Trustee is member of one committee and the committees report back, via their chair, to the main BOT meetings which are 4 times a year, including the AGM. This allows Trustees to have a greater chance to contribute to the governance of the charity.

The Governance Committee leads on the policy review of the organisation, with input from the HR and FBD committees (where appropriate); reviews the organisational Risk Register and is responsible for maintaining the skills audit of the Trustees. The HR Committee has continued to streamline the procedures for recruitment of staff, volunteers and trustees and the Finance and Business Development Committee has continued its work overseeing the financial procedures and funding developments within the organisation.

Annually the BOT has an Away Day to discuss the progress of the Business Development and Strategic Plan for the organisation. The Senior Management Team are invited join them for the latter part of the meeting.

A Scheme of Delegation is in place within the organisation and day to day responsibility for the provision of the service rests essentially with the Chief Executive, who has regular 121s with the Chair of the BOT.

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The Chief Executive takes responsibility for negotiating contracts, ensuring that contract obligations are met and works closely with the Operations Manager-Human Resources (OM –HR) and the Operations Manager - Technical (OM-T) with relation to staff workload and implementation of agreed work plans and with the Finance/Administration Manager (FAM) on financial management. This group of staff constitutes the Senior Management Team and meets regularly to plan and implement the work of the organisation as a whole.

The two Operations Managers have responsibility for the day to day operational management of Yorkshire MESMAC and the overall management of staff supervision. The OM-HR ensures that the team continues to develop their skills and working practices in line with good practice and the OM-T takes the lead on systems including property and IT infrastructure. The FAM has responsibility for the day to day financial management of organisation and manages the Admin/Finance Team.

Given the ongoing development of Yorkshire MESMAC group of services, the Trustees in partnership with staff continue to review our aims ensuring that they reflect the needs of our expanding service user groups.

Risk Management

The major risks, to which the charity is exposed, as identified by the Trustees and staff, are managed through the remit of the Committee system which regularly updates the Organisational Risk Register in partnership with the Senior Management Team.

Areas of risk assessed and mitigations put in place include:

- **Governance**
- **Operations**
- **Financial**
- **External Factors**

Procedures are in place to ensure compliance with Health and Safety of staff, volunteers, service users and visitors to the Yorkshire MESMAC buildings.

The Serious Incident Policy ensures that any risks are managed effectively, in a timely manner and with the involvement of all senior management, trustees and governing bodies.

The Governance Committee is the main driver of the review of all policies and procedures and ensure that they continue to meet the needs of the charity.

All BOT members and senior staff annually update their Declaration of Interest forms and all BOT meetings have this as a standing item on the agenda to ensure all potential clashes of interest are highlighted and acted upon.

Safeguarding

Yorkshire MESMAC Group of Services is fully committed to safeguarding and promoting the welfare of all children, young people and adults. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children, young people and adults from harm, abuse and exploitation. Yorkshire

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MESMAC Group of Services acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

Paid staff and volunteers will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

Our safeguarding policies are priority policies, they are reviewed annually by the Board of Trustees. Safeguarding takes precedence over any other policy or procedure.

Fundraising

Yorkshire MESMAC receives donations from members of the public and organisations, as well as legacies and sponsorship. It does not however, employ the services of a professional fundraiser or solicit donations from particular individuals or groups of people at large. Individuals can choose to donate to Yorkshire MESMAC using a donations button on the organisation's websites.

Because of this, the charity has not seen it necessary to undertake to be bound by any voluntary scheme for regulating fundraising or voluntary standard for fundraising in respect of activities on behalf of the charity. Therefore, there have been no failures to comply with such a standard.

Fundraising activities are carried out by persons and organisations on behalf of, but not commissioned by, Yorkshire MESMAC. Generally, these take the form of sponsored activities, charity of the year collections, small scale events etc. Yorkshire MESMAC does not currently monitor these, prior to the funds being handed over.

No complaints have been received by the charity concerning fundraising activities or as far as Yorkshire MESMAC is aware, by any person or organisation contributing funds.

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Statement of responsibilities of the trustees

The trustees (who are also directors of Yorkshire MESMAC for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

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

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

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Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 8th September 2022 and signed on their behalf by

Steve Bridge

Chair

Independent auditors' report
to the Members and Trustees of
Yorkshire MESMAC

Opinion

We have audited the financial statements of Yorkshire MESMAC (the 'parent charitable company') and its subsidiary for the year ended 31 March 2022, which comprise the Consolidated Statement of Financial Activities (including the income and expenditure account), the Balance Sheets of the group and the parent charitable company, the Consolidated Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2022, and of the group's 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 and the Charities Act 2011.

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 group and 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 group's or parent 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 trustees' 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.

Independent Auditor's Report (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; 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 our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 20, 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 group's and parent 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 group or parent charitable company or to cease operations or have no realistic alternative but to do so.

Independent Auditor's Report (continued)

Auditor's responsibilities for the audit of the financial statements

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

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

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

**Independent Auditor's Report
(continued)**

Christy Yun Hing Lau FCCA CTA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

Date: 12 September 2022

Slade & Cooper Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act
2006

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	27,468	240	27,708	14,274
Charitable activities:	4	1,305,630	136,572	1,442,202	1,806,237
Other trading activities	5	35,000	-	35,000	20,740
Investments	6	501	-	501	958
Total income		1,368,599	136,812	1,505,411	1,842,209
Expenditure on:					
Raising funds	7	10,950	-	10,950	9,913
Charitable activities:	8	1,248,792	228,341	1,477,133	1,535,044
Total expenditure		1,259,742	228,341	1,488,083	1,544,957
Net income / (expenditure) before net gains / (losses) on investments		108,857	(91,529)	17,328	297,252
Unrealised gains/(losses) on investments		128,996	-	128,996	188,234
Net income / (expenditure) for the year	10	237,853	(91,529)	146,324	485,486
Transfer between funds		-	-	-	-
Net movement in funds for the year		237,853	(91,529)	146,324	485,486
Reconciliation of funds					
Total funds brought forward		1,918,320	219,400	2,137,720	1,652,234
Total funds carried forward		2,156,173	127,871	2,284,044	2,137,720

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

A full comparative SOFA is available on the last page of the financial statements.

Yorkshire MESMAC
Company number 02958336

Balance Sheets
as at 31 March 2022

	Note	The Group		The Charity	
		2022 £	2021 £	2022 £	2021 £
Fixed assets					
Tangible assets	15	190,211	201,899	190,211	201,899
Investments	16	1,413,919	1,034,923	1,413,919	1,034,923
Total fixed assets		1,604,130	1,236,822	1,604,130	1,236,822
Current assets					
Debtors	19	101,412	114,322	105,539	114,322
Cash at bank and in hand		685,755	852,464	670,721	847,338
Total current assets		787,167	966,786	776,260	961,660
Liabilities					
Creditors: amounts falling due in less than one year	20	(107,253)	(65,888)	(106,114)	(64,988)
Net current assets		679,914	900,898	670,146	896,672
Total assets less current liabilities		2,284,044	2,137,720	2,274,276	2,133,494
Net assets		2,284,044	2,137,720	2,274,276	2,133,494
The funds of the charity:					
Restricted income funds	22	127,871	219,400	127,871	219,400
Unrestricted income funds	23	2,156,173	1,918,320	2,156,173	1,914,094
Total charity funds		2,284,044	2,137,720	2,274,276	2,133,494

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 29 to 48 form part of these accounts.

Approved by the trustees on 12/09/2022 and signed on their behalf by:

.....
Sue Pascoe (Treasurer)

Yorkshire MESMAC
Consolidated Statement of Cash Flows
for the year ending 31 March 2022

	Note	2022 £	2021 £
Cash provided by / (used in) operating activities	26	82,790	323,791
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		501	958
Purchase of investments		(250,000)	(150,000)
Cash provided by / (used in) investing activities		(249,499)	(149,042)
Increase/(decrease) in cash and cash equivalents in the year		(166,709)	174,749
Cash and cash equivalents at the beginning of the year		852,464	677,715
Total cash equivalents at the end of the year		685,755	852,464

Notes to the accounts for the year ended 31 March 2022

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Yorkshire MESMAC meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Group financial statements

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Yorkshire MESMAC Trading Ltd. on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure account are not presented for the charity itself following exemptions afforded by section 408 of the Companies Act 2006.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

There are no key judgments which the trustees have made which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Notes to the accounts for the year ended 31 March 2022 (continued)

d Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised and refer to the trustees' annual report for more information about their contribution.

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

f Interest receivable

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

g Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Notes to the accounts for the year ended 31 March 2022 (continued)

h Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading and its associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

j Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

k Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Freehold building	2%
Fixtures and Fittings	25%
Computer Equipment	33%
Leasehold improvements	over the lease period

At the date of first time transition to FRS102 (1st April 2014) the trustees have chosen to use an estimate of fair value as the deemed cost of the freehold building. There is no obligation to periodically revalue.

l Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

m Debtors

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

Notes to the accounts for the year ended 31 March 2022 (continued)

n Cash at bank and in hand

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

o Creditors and provisions

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

p Financial instruments

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

q Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

The money purchase plan is managed by Legal and General and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.50% and this is deducted from the investment fund annually. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2022 £
Donations	3,903	240	4,143
Legacies	23,565	-	23,565
Total	27,468	240	27,708
Previous reporting period			
	Unrestricted £	Restricted £	Total 2021 £
Donations	12,194	1,980	14,174
Legacies	100	-	100
Total	12,294	1,980	14,274

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2022 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	219,996	-	219,996
Hull City Council	450,000	25,000	475,000
Leeds City Council	161,600	-	161,600
York Teaching Hospital NHS Foundation Trust	188,216	-	188,216
Rotherham NHS Foundation Trust	150,000	-	150,000
Wakefield MDC	78,405	-	78,405
Public Health England	-	(7,208)	(7,208)
Other Sundry Grants (below £10k)	921	-	921
Mental Health & Wellbeing			
Bradford District CCG	-	25,644	25,644
Bradford District NHS Foundation Tst	24,284	-	24,284
Comic Relief	-	4,732	4,732
Other Sundry Grants (below £10k)	-	4,900	4,900
Community Development			
Bradford MDC	6,000	19,896	25,896
Wakefield MDC	-	35,000	35,000
Open University	-	20,758	20,758
Other Sundry Grants (below £10k)	8,720	7,850	16,570
Subtotal for Grants and SLAs	1,288,142	136,572	1,424,714
Fees and Other Income			
Training, consultancy & other	17,488	-	17,488
Total	1,305,630	136,572	1,442,202

Notes to the accounts for the year ended 31 March 2022 (continued)

4 Income from charitable activities cont.**Previous reporting period**

	Unrestricted £	Restricted £	Total 2021 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	219,996	-	219,996
Hull City Council	450,000	-	450,000
Leeds City Council	161,600	-	161,600
York Teaching Hospital NHS Foundation Trust	250,956	-	250,956
Rotherham NHS Foundation Trust	150,000	-	150,000
Wakefield MDC	156,810	-	156,810
Public Health England	-	33,423	33,423
Other Sundry Grants (below £10k)	100	6,000	6,100
Mental Health & Wellbeing			
Bradford District CCG	-	25,644	25,644
Bradford MDC	-	14,000	14,000
Bradford District NHS Foundation Tst	24,284	-	24,284
Comic Relief	-	42,595	42,595
Other Sundry Grants (below £10k)	6,635	-	6,635
Community Development			
Leeds Older People's Forum	-	27,691	27,691
Big Lottery	-	60,000	60,000
Bradford MDC	-	29,895	29,895
Comic Relief	-	25,637	25,637
Heritage Lottery Fund	-	55,947	55,947
Open University	-	29,439	29,439
Other Sundry Grants (below £10k)	12,000	4,148	16,148
Subtotal for Grants and SLAs	1,432,381	354,419	1,786,800
Fees and Other Income			
Training, consultancy & other	19,437	-	19,437
Total	1,451,818	354,419	1,806,237

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

5 Income from other trading activities

	2022 £	2021 £
Rental Income	-	740
Commercial Trading Operations		
Yorkshire MESMAC Trading Ltd.	35,000	20,000
	35,000	20,740

All income from other trading activities is unrestricted.

6 Investment income

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

7 Cost of raising funds

	2022 £	2021 £
Commercial Trading Operations		
Trading Subsidiary Direct Costs	10,950	9,913
	10,950	9,913

All expenditure on cost of raising funds is unrestricted.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

8 Analysis of expenditure on charitable activities

	Community Development £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2022 £
Staff costs	78,944	675,476	37,213	9,938	801,571
Overheads	9,471	138,977	7,588	3,150	159,186
Bad Debts	435	-	-	-	435
Project costs	53,613	161,473	17,668	95	232,849
Depreciation	11,313	-	-	-	11,313
Volunteers	-	215	-	-	215
Governance costs (see note 9)	4,535	54,024	3,472	207	62,238
Support costs (see note 9)	17,710	177,248	13,562	806	209,326
Total	176,021	1,207,413	79,503	14,196	1,477,133

	2022 £	2021 £
Restricted expenditure	228,341	236,056
Unrestricted expenditure	1,248,792	1,298,988
	1,477,133	1,535,044

Previous reporting period

	Community Developmen t £	HIV & Sexual Health £	Mental Health £	PASH £	Total 2021 £
Staff costs	90,750	806,651	55,371	5,872	958,644
Overheads	27,785	154,644	10,019	-	192,448
Project costs	34,962	95,962	16,749	-	147,673
Depreciation	11,689	-	-	-	11,689
Volunteers	6,704	61	-	-	6,765
Governance costs (see note 9)	6,024	42,217	3,749	-	51,990
Support costs (see note 9)	22,931	131,735	11,169	-	165,835
Total	200,845	1,231,270	97,057	5,872	1,535,044

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

9 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2022 £
	<i>Time spent or by floor area</i>			
Staff costs	area	179,697	53,598	233,295
Office costs	Floor area	29,629	-	29,629
Audit fees	Governance	-	4,920	4,920
Accountancy services	Governance	-	3,720	3,720
		209,326	62,238	271,564

Previous reporting period

	Basis of apportionment	Support £	Governance £	Total 2021 £
	<i>Time spent or by floor area</i>			
Staff costs	area	139,030	43,350	182,380
Office costs	Floor area	26,805	-	26,805
Audit fees	Governance	-	4,920	4,920
Accountancy services	Governance	-	3,720	3,720
		165,835	51,990	217,825

10 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2022 £	2021 £
Depreciation	11,313	11,689
Operating lease rentals:		
Property	36,651	14,901
Other	5,760	5,760
Auditor's remuneration - audit fees	4,100	4,100
Auditor's remuneration - accountancy fees	3,100	3,100

Notes to the accounts for the year ended 31 March 2022 (continued)

11 Staff costs

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	893,804	996,989
Social security costs	71,387	75,671
Pension costs	43,323	46,992
Staff related costs	32,585	12,503
Holiday Pay	(6,233)	8,869
	1,034,866	1,141,024
Allocated as follows:		
Charitable activities	801,571	958,644
Support costs	179,697	139,030
Governance costs	53,598	43,350
	1,034,866	1,141,024

No employees have employee benefits in excess of £60,000 (2021: Nil).

The average number of staff employed by the group during the period was 40 (2021: 52).

The average full time equivalent number of staff employed by the group during the period was 29 (2021: 36).

The average number of staff employed by the charity during the period was 40 (2021: 52).

The average full time equivalent number of staff employed by the charity during the period was 29 (2021: 36).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, both Technical & HR Operations Managers and the Finance Manager. The total employee benefits of the key management personnel of the charity were £200,100 (2021: £190,789).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or during the year (2021: Nil).

5 (2021: 0) Members of the management committee received travel and subsistence expenses during the year of £481 (2021: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: nil).

Notes to the accounts for the year ended 31 March 2022 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

	2022 £	2021 £
Bradford District CCG	25,644	25,644
Bradford District NHS Foundation Tst	24,284	24,284
Bradford Metropolitan District Council	245,892	263,891
City of York Council	-	-
York Teaching Hospital NHS Foundation	188,216	250,956
Hull City Council	475,000	450,000
Leeds City Council	161,600	161,600
Wakefield Metropolitan District Council	113,405	156,810
Rotherham NHS Foundation Trust	150,000	150,000
Public Health England	(7,208)	33,423
	1,376,833	1,516,608

There were no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity's trading subsidiary Yorkshire MESMAC Trading Ltd. gift aids available profits to the parent charity. Its charge to corporation tax in the year was:

	2022 £	2021 £
UK corporation tax at 19% (2021: 19%)	-	-

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

15 Fixed assets: tangible assets

The charity

	Freehold Property	Leasehold improvements £	Fixtures & Fittings £	Computer equipment £	Total £
Cost					
At 1 April 2021	230,341	128,847	41,203	5,468	405,859
Additions	-	-	-	-	-
Disposals	-	-	(1,500)	-	(1,500)
	<u>230,341</u>	<u>128,847</u>	<u>39,703</u>	<u>5,468</u>	<u>404,359</u>
At 31 March 2022	230,341	128,847	39,703	5,468	404,359
Depreciation					
At 1 April 2021	51,932	106,519	40,041	5,468	203,960
Charge for the year	5,088	5,695	530	-	11,313
Disposals	-	-	(1,125)	-	(1,125)
	<u>57,020</u>	<u>112,214</u>	<u>39,446</u>	<u>5,468</u>	<u>214,148</u>
At 31 March 2022	57,020	112,214	39,446	5,468	214,148
Net book value					
At 31 March 2022	<u>173,321</u>	<u>16,633</u>	<u>257</u>	<u>-</u>	<u>190,211</u>
At 31 March 2021	<u>178,409</u>	<u>22,328</u>	<u>1,162</u>	<u>-</u>	<u>201,899</u>

There are no fixed assets held by the subsidiary company

16 Investments

	The group		The charity	
	2022 £	2021 £	2022 £	2021 £
Market value at the start of the year	1,034,923	696,689	1,034,923	696,689
Additions to investments at cost	250,000	150,000	250,000	150,000
Disposals at carrying value	-	-	-	-
Add net gain/(loss) on revaluation	128,996	188,234	128,996	188,234
	<u>1,413,919</u>	<u>1,034,923</u>	<u>1,413,919</u>	<u>1,034,923</u>
Cash held by investment broker pending reinvestment	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Market value at the end of the year	<u>1,413,919</u>	<u>1,034,923</u>	<u>1,413,919</u>	<u>1,034,923</u>
Investments comprised:				
Listed investments	1,413,919	1,034,923	1,413,919	1,034,923
Cash held in the investment portfolio	-	-	-	-
	<u>1,413,919</u>	<u>1,034,923</u>	<u>1,413,919</u>	<u>1,034,923</u>

Investments are all carried at fair value and are all traded in quoted public markets. They are accumulation units in funds where investment income within the fund is reinvested in the fund. The increase in value is not shown separately as investment income but becomes part of the net unrealised gains or losses in overall market values of the funds at year end.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

17 Subsidiary undertaking

The Charitable company owns UK subsidiary company Yorkshire MESMAC Trading Ltd., a company registered in England, Co. No. 08432642. The company has no share capital and is limited by guarantee. It has one single member which is the charity Yorkshire MESMAC. The subsidiary is used for non-primary purpose trading activities.

Available profits are gift aided to the charitable company. A summary of the results of the subsidiary is shown below:

Profit and loss account	2022 £	2021 £
Turnover	35,000	20,000
Cost of sales	(23,425)	(14,861)
Administration costs	(1,806)	(913)
Taxation	-	-
Donation to parent charity	(4,226)	(4,836)
 Net profit	 £ 5,543	 £ (610)
 Balance sheet	 2022 £	 2021 £
Fixed assets	-	-
Current assets	15,035	5,126
Creditors due in less than one year	(5,267)	(900)
	£9,768	£4,226
Called up share capital	-	-
Profit and loss account	9,768	4,226
	£9,768	£4,226

18 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2022 £	2021 £
Gross income	1,488,919	1,832,907
Result for the year	140,782	486,097

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Debtors

	The group		The charity	
	2022	2021	2022	2021
	£	£	£	£
Trade debtors	54,153	57,844	54,153	57,844
Other debtors	-	12,500	-	12,500
Prepayments and accrued income	47,259	43,978	47,259	43,978
Amts due from group undertakings	-	-	4,127	-
	<u>101,412</u>	<u>114,322</u>	<u>105,539</u>	<u>114,322</u>

20 Creditors: amounts falling due within one year

	The group		The charity	
	2022	2021	2022	2021
	£	£	£	£
Short term compensated absences (holiday pay)	23,486	29,550	23,486	29,550
Other creditors and accruals	83,573	36,338	82,628	35,438
Deferred income	-	-	-	-
Taxation and social security costs	194	-	-	-
	<u>107,253</u>	<u>65,888</u>	<u>106,114</u>	<u>64,988</u>

21 Deferred income

	The group		The charity	
	2022	2021	2022	2021
	£	£	£	£
Deferred income brought forward	-	7,100	-	8,992
Released to income	-	(7,100)	-	(8,992)
Deferred in the current year	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Deferred income carried forward	-	-	-	-

Income has been deferred due to money being received for consultancy in advance of delivery.

Notes to the accounts for the year ended 31 March 2022 (continued)

22 Analysis of movements in restricted funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Charitable Activities					
HIV & Sexual Health					
P Easy	6,000	-	(6,000)	-	-
Gypsy Traveller Work	30,268	(7,208)	(23,060)	-	-
BAME Health Network	-	25,000	(3,923)	-	21,077
Mental Health & Wellbeing					
Living Well	16,481	25,644	(32,730)	-	9,395
Counselling Donations	11,188	240	(800)	-	10,628
CR - Men's Total Health	30,758	4,732	(26,502)	-	8,988
CNET	-	4,900	(121)	-	4,779
Community Development					
Bradford Covid Prevention	7,311	-	(7,311)	-	-
Bradford OPDG	8,276	19,896	(16,066)	-	12,106
Erasmus 19-20	36,744	-	-	-	36,744
Comic Relief Recovery Fund	5,820	-	(5,820)	-	-
Healthy Communities	49,780	-	(40,056)	-	9,724
Leeds Older People's					
Forum - Time to Shine	11,375	-	(6,773)	-	4,602
Sage donations	2,505	5,650	(8,155)	1,200	1,200
CVEW	-	35,000	(27,922)	-	7,078
Open University	144	20,758	(20,902)	-	-
The Final Outing - Dying					
Matters	-	2,200	(2,200)	-	-
Queer Stories Donations	200	-	-	-	200
Sundry small grants	2,550	-	-	(1,200)	1,350
Total	219,400	136,812	(228,341)	-	127,871

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

22 Analysis of movements in restricted funds cont.

Previous reporting period

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Charitable Activities					
HIV & Sexual Health					
P Easy	-	6,000	-	-	6,000
Gypsy Traveller Work	-	33,423	(3,155)	-	30,268
York LGBTQ Youth	1,677	-	(1,677)	-	-
Mental Health & Wellbeing					
Living Well	14,302	25,644	(23,465)	-	16,481
Counselling Donations	10,588	600	-	-	11,188
CR - Men's Total Health	25,465	42,595	(37,302)	-	30,758
Bradford Suicide Prevention	-	14,000	(14,000)	-	-
Community Development					
All Covid	-	10,000	(10,000)	-	-
Bradford Covid Prevention	-	10,000	(2,689)	-	7,311
Bradford OPDG	8,104	19,895	(19,723)	-	8,276
Erasmus 19-20	30,324	-	6,420	-	36,744
Comic Relief Recovery Fund	-	25,637	(19,817)	-	5,820
Healthy Communities	-	50,000	(220)	-	49,780
Leeds Older People's	-	-	-	-	-
Forum - Time to Shine	15,006	27,691	(31,322)	-	11,375
Time to Shine donations	-	1,305	-	-	1,305
Love Tank	10,227	-	(10,227)	-	-
Nova - Wakefield	-	1,198	(1,198)	-	-
Open University	-	29,439	(29,295)	-	144
Heritage Lottery Fund	(24,985)	55,947	(30,962)	-	-
Queer Stories Donations	8,349	75	(7,024)	-	1,400
Sundry small grants	-	2,950	(400)	-	2,550
Total	99,057	356,399	(236,056)	-	219,400

Notes to the accounts for the year ended 31 March 2022 (continued)

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
HIV & Sexual Health	
P Easy	To address high rates of gonorrhoea in Black Caribbean men across London and Hull.
Gypsy Traveller Work	To improve sexual health outcomes for Gypsy and Traveller women within the City and Vale of York.
BAME Health Network	To develop a BAME Health Network in Hull
Mental Health & Wellbeing	
Living Well Project	Bradford CCG grant funding for promoting social wellbeing for LGBT+ people living in the Bradford District.
Counselling donations	Individual donations made to the counselling service.
CR - Men's Total Health	3 year project for GBT+ young men to boost self esteem and confidence through workshops encouraging physical activity.
CNET	To improve the mental wellbeing of the LGBT+ Adult population of Bradford through therapeutic self-awareness groups and peer mentoring.
Community Development	
Bradford Covid Prevention	COVID test and trace in vulnerable populations of Bradford.
Bradford OPDG	Day opportunities for older people in Bradford.
Erasmus	Grant provided through the Erasmus higher education exchange programme for staff and organisational development.
Comic Relief Recovery Fund	To address increased isolation as a result of COVID through digital engagement and counselling.
Healthy Communities	To reduce early deaths among marginalised communities by addressing causal structural inequalities.
Leeds Older People's Forum	Grant from the Ageing Well programme and administered by Leeds Older People's Forum to develop opportunities for older LGB&T* people in Leeds who are experiencing social isolation.
Sage donations	To support engagement activities for older LGBT+ people in Leeds
CVEW	Live Well Wakefield - Coronavirus Resilience Grant
Open University	The Integrating Care for Trans Adults (ICTA) project aims to improve NHS health care for trans (including non-binary) adults.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

23 Analysis of movement in unrestricted funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General fund	1,613,536	1,497,595	(1,253,643)	20,221	1,877,709
Designated property	200,737	-	-	(10,783)	189,954
Training & comms coordinator	14,047	-	(4,609)	(9,438)	-
Mental Health & Wellbeing	90,000	-	(1,490)	-	88,510
	<u>1,918,320</u>	<u>1,497,595</u>	<u>(1,259,742)</u>	<u>-</u>	<u>2,156,173</u>

Previous reporting period

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	1,320,611	1,674,044	(1,308,901)	(72,218)	1,613,536
Designated property	211,520	-	-	(10,783)	200,737
Training & comms coordinator	21,046	-	-	(6,999)	14,047
Mental Health & Wellbeing	-	-	-	90,000	90,000
	<u>1,553,177</u>	<u>1,674,044</u>	<u>(1,308,901)</u>	<u>-</u>	<u>1,918,320</u>

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Designated property	The current book value of property and leasehold improvements.
Training & comms coordinator	To ensure that all Yorkshire MESMAC's contracted training obligations are met, widen the training offer, increase the reputation of Yorkshire MESMAC in the sector and in the longer term generate income.
Mental Health & Wellbeing	To increase the capacity of the Senior Management team and appoint a Coordinator, to drive forward our Mental Health services by early 2022.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2022 (continued)

24 Analysis of group net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	257	189,954	-	190,211
Fixed asset investments	1,413,919	-	-	1,413,919
Net current assets/(liabilities)	463,533	88,510	127,871	679,914
Total	1,877,709	278,464	127,871	2,284,044
Previous reporting period				
Tangible fixed assets	1,162	200,737	-	201,899
Fixed asset investments	1,034,923	-	-	1,034,923
Net current assets/(liabilities)	577,451	104,047	219,400	900,898
Total	1,613,536	304,784	219,400	2,137,720

25 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for

	Property		Equipment	
	2022 £	2021 £	2022 £	2021 £
Less than one year	44,651	36,651	4,960	5,760
One to five years	38,250	42,901	5,440	3,600
	82,901	79,552	10,400	9,360

There are no leases held by the subsidiary company.

26 Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income / (expenditure) for the year	17,328	297,252
Adjustments for:		
Depreciation charge	11,313	11,689
Loss/(profit) on sale of fixed assets	375	-
Dividends, interest and rents from investments	(501)	(958)
Decrease/(increase) in debtors	12,910	10,756
Increase/(decrease) in creditors	41,365	5,052
Net cash provided by / (used in) operating activities	82,790	323,791

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	12,294	1,980	14,274	9,940
Charitable activities:	4	1,451,818	354,419	1,806,237	1,870,593
Other trading activities	5	20,740	-	20,740	43,503
Investments	6	958	-	958	1,251
Total income		1,485,810	356,399	1,842,209	1,925,287
Expenditure on:					
Raising funds	7	9,913	-	9,913	16,892
Charitable activities:	8	1,298,988	236,056	1,535,044	1,752,271
Total expenditure		1,308,901	236,056	1,544,957	1,769,163
Net income / (expenditure) before net gains / (losses) on investments		176,909	120,343	297,252	156,124
Unrealised gains/(losses) on investments		188,234	-	188,234	(72,763)
Net income / (expenditure) for the year	10	365,143	120,343	485,486	83,361
Transfer between funds		-	-	-	-
Net movement in funds for the year		365,143	120,343	485,486	83,361
Reconciliation of funds					
Total funds brought forward		1,553,177	99,057	1,652,234	1,568,873
Total funds carried forward		1,918,320	219,400	2,137,720	1,652,234

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

YORKSHIRE MESMAC

England & Wales - Charity number 1040407

Accounts

Company number: 2958336

Charity Number: 1040407

Yorkshire MESMAC

Group report and financial statements

For the year ended 31 March 2021

Yorkshire MESMAC
Reference and administrative information
for the year ended 31 March 2021

Company number 2958336

Charity number 1040407

Registered office and operational address 22/23 Blayds Yard
Leeds LS1 4AD

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

Stephen Bridge	Chair
Stephen Hopker	Chair Governance Committee
Kenneth Leigh	Chair HR Committee
Susan Pascoe	Treasurer & Chair Finance & Business Development Committee
Andrew Goodchild	
Colin Lea	
Eric Smith	
Craig Hassall	
Penny Brown	
Kirsten Foster	appointed August 2020
Adam Best	appointed August 2020
Chris Kelly	appointed August 2020
Adam Paver	appointed February 2021
Richard Holder	appointed February 2021
Mike Eakins	appointed February 2021

Company secretary Liz Carey

Key management personnel

Tom Doyle	Chief Executive
Ellen Hill	Operations Manager - HR
Paul Storey	Operations Manager - Technical
Liz Carey	Finance & Administration Manager

Auditors Slade & Cooper Limited
Beehive Mill, Jersey St., Ancoats, Manchester, M4 6JG

Bankers Yorkshire Bank plc
94 – 96 Briggate, Leeds, LS1 6NP

Yorkshire MESMAC
Trustees' annual report
for the year ended 31 March 2021

The trustees present their report and the audited financial statements for the year ended 31st March 2021. Included within the trustees' report is the directors' report as required by company law.

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

Objectives and activities

Our Charity's purposes as set out in the objects contained in the Company's memorandum and articles of association are to:

To preserve and protect health, physical and mental and in particular good sexual health for the benefit of the community in general with an emphasis on those communities that shoulder the highest burden of poor health, including but not limited to; men who have sex with men, LGBT+ young people and adults, women, people of colour and other people marginalised because of their race, ethnicity or nationality, people using drugs and sex workers. To support and develop strong communities which create the environment for better health outcomes and the reduction of health inequalities.¹

VISION

Building communities that have the knowledge, skills, and resources needed to make choices about our lives free from exploitation, stigma and fear.

MISSION

Working with most at risk communities to eliminate health and social inequalities.

We AIM to

Build an HIV and STI aware population that has knowledge, skills, and resources and access to a range of high quality, timely services.

Eliminate stigma and prejudice faced by People living with HIV (PLWH) and Sexually Transmitted Infections (STI's).

Eliminate Homophobia, Biphobia and Transphobia.

Improve the mental health of our target populations

Our OBJECTIVES are to:

Work with service users, service providers and funders to develop; safe, responsive, accessible, inclusive, timely and appropriate services.

Where appropriate and possible, directly provide such services.

¹ Within this report the following term will be used

LGBTQ+ this is used to describe Lesbian, Gay, Bisexual, Trans and Queer or Questioning people or communities. The + denotes the multiple communities who make up LGBT+ people.

Yorkshire MESMAC
Trustees' annual report
for the year ended 31 March 2021

Develop mechanisms and forums which ensure that service users and other community members are central to and participate in the planning and delivery of services.

Work in partnership with other groups, individuals and organisations to benefit our target communities.

Ensure that all workers in the organisation, are supported and valued and have access to personal and professional development.

Our VALUES in everything we do

We are Inclusive; we respect people, value diversity and are committed to equity

We aim for **Quality, Excellence and Continuous Improvement**, based on the views of our service users, effective use of technology, resources and our people.

We know services are better when people are able to **participate in their Development and Delivery** - as service users, volunteers, staff and partners. We recognise and value the contribution of volunteers, service users and staff in our organisation and in their communities.

We - service users, volunteers, partners and staff - are **Proud** to be part of Yorkshire MESMAC Group of Services.

We ensure **Value for Money**. Each pound that we receive can only be spent once, we will ensure that we use each one to maximise the value to our communities.

Chair's introduction

We have had an exciting, and at times, challenging year. I am proud of the leadership and resilience shown by our staff and volunteers, meeting challenges head-on with openness, honesty and creativity.

Leading up to and through the various Government Covid-19 restrictions, the staff planned and delivered the majority of our services online. The one notable area where this was not always possible was community-based HIV testing and sexual health screening. In this case, we have used our digital reach to promote local and national postal schemes. A major concern was that Covid-19 would cement in health inequalities that exist and increase social isolation. Following a successful trial with equipment donated by a local company, we secured funding and supplied tablets for our most vulnerable beneficiaries, allowing us to keep in touch and for them to be able to access our and others' online services. The community testing services were brought back whenever restrictions allowed.

A key feature of how Yorkshire MESMAC operates is 'generous leadership', working with and sharing key resources with others, in order to improve the lives of our beneficiaries. Over the past year, this has taken many forms, from open source digital innovations to training and mentoring. We have also volunteered our expertise in developing community-based testing services in the planning of local test and treat services, as well as offering members of staff as vaccination volunteers.

As the shape of the HIV epidemic changes and how it affects people individually also changes, it is important that our services keep pace with developments and help shape other services to meet the new realities. We recommit ourselves to contributing to reaching the goal of eliminating HIV transmission by 2030. We have seen our social support services championing the needs of people living with HIV and dealing with the crisis,

Yorkshire MESMAC
Trustees' annual report
for the year ended 31 March 2021

with compassionate professionalism. Key to this is the close relationship staff have built with clinical HIV services across our patch and wider afield.

Our mental health services continue to innovate. In addition to our in house counselling service and therapeutic group work, we are able to offer access to psychological services through Leeds IAPT services. All of these services have gone online during the Covid-19 epidemic. Indeed we were awarded funds by Comic Relief, to run a project to improve beneficiaries' Mental Health and Wellbeing and reduce social isolation in Bradford, Leeds and Wakefield Local Authorities.

We continue to work with seldom heard, marginalised and underserved populations to develop services. We do this across the life course from tackling LGBTQ+ bullying in schools to The Sage Project working with older LGBTQ+ people and training for care home staff.

We work in partnership with other organisations who work with marginalised groups; to further our aims, for example we are partners in The Leeds Solidarity Network with 3 other charities: Basis Yorkshire, Leeds Asylum Seekers Support Network, and Leeds GATE who work with Sex Workers, Asylum Seekers and Refugees and Gypsy and Travellers respectively. The network, has been successful in winning a grant from The Kings Fund and Comic Relief to explore how statutory and voluntary sector organisations can better work together to benefit in particular, the most marginalised.

This year saw us nominated for a National Diversity Awards in the LGBT Community Organisation Category, which we are incredibly proud of. We have since been shortlisted for the award which will be presented to the winner in 2022.

Volunteers play a key role in helping us increase the scope and quality of our work, and we look forward to our activities being enriched by their perspective, insights and time over the coming year.

During the last twelve months, trustees have been working on the planning and implementation of a stronger Equality, Diversity and Inclusion strategy, reaching out to similar organisations and our own staff members to help develop it. Part of the work included a training session on the role of the Board, given to staff members by the Chair which was part of the work being done to improve staff/Board communications. This work is being very well received.

As we look forward we are keen to develop new partnerships both nationally and locally, we believe that there needs to be a better offer for young people and people with mental health issues. The care and treatment of Trans+ people have suffered through lack of research, particularly research that puts Trans individuals front and centre. We want to change this and together with the Open University, we have been successful in securing funding for a major national research project and we want to do more. The trustees will be meeting with the Senior Management Team later in the year to discuss these in our next five year plan.

We are concerned about the national dialogue towards LGBTQ+ people at the moment, in particular towards members the transgender and gender non-conforming community. It is having a noticeable impact on service users and their wellbeing. We would like to see debates based on facts not fear and misinformation. We will continue to do our part in helping to see that LGBTQ+ people are treated with the respect and dignity they deserve.

In setting objectives and planning the charity's activities, the Trustees have paid due regard to the guidance on public benefit published by the Charity Commission.

Yorkshire MESMAC
Trustees' annual report
for the year ended 31 March 2021

OUR SERVICES

Our work is focused around 3 main areas against on which we will later report our activities.

HIV & SEXUAL HEALTH
COMMUNITY DEVELOPMENT
MENTAL HEALTH

Over the period of this report each area of activity has been impacted on by the Covid-19 epidemic. For example, face-to-face sexual health testing and screening has had to be halted, in those areas, where available, we facilitated and promoted online offers. We were able to maintain our online condom offer and supported the Leeds Local Authority C-Card Scheme.

Through the negotiation of a contract variation in Wakefield, we were also able to support some of Wakefield's most vulnerable residents to self-isolate when they received a positive Covid-19 test. This has meant our team has been using its skills and its reach to support people enduring multiple health inequalities and exclusion from other more mainstream services.

The Hull team was featured twice in PHE's Covid-19 best practice report for its work with MSM and CSW during the early stages of the pandemic.

<https://phelibrary.koha-ptfs.co.uk/practice-examples/srhc19/>

New Approaches

Covid-19 brought into even starker relief the mental health issues faced by many of the communities we work with. Through a range of grants from Comic Relief, Leeds and Bradford Local Authorities and donations from and disadvantaged services users.

Case Study 1

Service user B is a single mother of two older teenage sons, and who is living with HIV. She was confined to a residential home after her discharge from hospital for nearly 8 months up to January 2021. Due to Covid 19 restrictions, her sons were not allowed to visit her, which caused many challenges for her especially that nobody was taking care of her sons. The tablet helped her to keep inconstant communication with her sons as well as remotely managing their welfare. She is also using it as a language translation tool as English is not her first language. She said that constant communication with her sons is what kept her alive during the trying time.

Case Study 2

Service user G is a young LGBT person who joined our services at the onset of lockdown. He was faced with many social and emotional challenges because of his sexuality that were causing him to contemplate taking his life. He also was hooked in by some older people who were taking advantage of his vulnerability. The tablet completely changed his life as he was able to join the online youth peer support group meetings where he got support from staff and other service users. He is currently doing well and has regained his confidence and is continuing with online group meetings.

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for the year ended 31 March 2021

Through this grant from Comic Relief we were also able to increase our online counselling offer both in terms of number of sessions and widening the criteria for counselling. We delivered over 340 counselling sessions during the pandemic through this funding stream. We are particularly proud that, with agreed investment from the Board of Trustees, we were able to extend the SAGE worker's contract beyond March 2021; their work during the pandemic has been essential in ensuring that older LGBTQ+ folk in Leeds were kept in touch with, were linked into services and had access to online services via our free tablets and data packages. Through the support of a National Lottery Awards for All Grant scheme we were able to support some of our most vulnerable PLWHIV in Wakefield and Bradford who were experiencing Covid-19 related financial hardship, digital exclusion, or destitution through the implementation of a voucher scheme for those in need.

Feedback from that enhanced offer included:

'I am a single mum and I lost my only source of extra income when Covid happened. The additional support saved Christmas in our house. I don't know what I would have done without it.'

'I am retired and was visiting family in Africa when Covid happened. It took me a long time and a lot of money I didn't have to get home because of the first lockdown. The vouchers put food on my table and got me through what would otherwise have been a very bleak period.'

'I had been unemployed for over 18 months when Covid arrived. I am still suffering with grief from the loss of my father. I am in receipt of JSA although I don't feel well enough to work. The vouchers allowed me to keep the heating on this winter.'

'I am a single mum of two children. The youngest is 11 months. I don't know what I would have done without the additional support.'

'I tested positive for HIV 12 months before the first lockdown and I remain very anxious about it. I have a number of additional health issues such as COPD and arthritis amongst others, so I have a lot of appointments that I have to attend. I have been turned down for PIP and live alone in my three bedroom house that I have lived in since a child. I have developed social anxiety since my HIV diagnosis and feel unable to work even if there were jobs to go to. My vouchers really helped me to attend all my appointments and keep food on the table.'

In Wakefield we were successful in securing £35,000 to support vaccine roll out to the MARPs we serve, in particular to Black majority Church Leadership and to Asylum Seekers, Refugees, those living with no recourse to public funds, commercial sex workers and PLWHIV. Of particular relevance to our core HIV work, this has meant we have been able to support PLWHIV who will not disclose their HIV status to their GP to access vaccine. We developed a programme of training for all front-line staff in Wakefield who might have a conversation with a vaccine hesitant client, or who might want to learn how to promote Covid-19 vaccination within an atmosphere of acceptance and compassion. In this training we covered the following learning outcomes,

- 1) to understand the stages of change as related to health behaviours and how they might impact on people's decision to take up the Covid-19 vaccine,
- 2) To understand what Motivational Interviewing is, to understand its role in responding to vaccine hesitancy, and how to adopt an MI approach in your brief intervention,
- 3) To understand how to tailor a brief intervention to the needs, beliefs, and aspirations of different types of vaccine hesitant client.

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Bradford COVID Prevention

Since October 2020 Bradford staff have been delivering Covid-19 work alongside their day to day work with service users and communities that the project supports. A Making Every Contact Count (MECC) approach was directed mainly towards members of the LGBTQ+ community, PLWHIV and African communities in Bradford. Food parcels, masks, sanitisers and disinfectant wipes were distributed to those in need to help protect them from the virus. Staff have also been involved in online outreach using various tools such as WhatsApp, Facebook, websites and phones to encourage people to test and vaccinate. A Bradford staff member is also part of Bradford Test and Trace Team that meets every fortnight to strategise Covid-19 interventions to most at risk populations such as asylum seekers, commercial sex workers and people using drugs. This work has enabled our Bradford team to establish partnerships with other key organisations that offer services to the people we support, for example; our partnership with Bevan House Healthcare Trust has helped us to establish a referral pathway for individuals who are not registered with GPs (for various reasons) to do so with their trust so that they can also receive vaccinations and other medical support.

HIV AND SEXUAL HEALTH

Yorkshire MESMAC wants people to have the best sex with the least harm, whether that is physical or mental harm. Our HIV and Sexual Health work aims to:

Increase the number of people in North and West Yorkshire, Hull and Rotherham, who are aware of their HIV status through community based HIV testing.

Widen Access to HIV testing/information/reaching more communities.

Make people more confident to negotiate safer sex and reduce risk.

Give more people information about public health issues and where/how to access support.

Help people to have a better understanding of HIV and enable them to manage HIV better.

Help people to be better able to discuss HIV with peer support networks.

Create more HIV awareness in asylum seeker and refugee communities.

We work in the following ways to do this.

One to One Support (1:2:1)

This is offered, either through self-referral or a referral from partnership agencies and services.

Service users attend the 1:2:1 service for a wide range of issues including; STI/HIV transmission and infection issues; living with HIV; safer sex information; sexual exploitation; sexuality; homophobic/biphobic/transphobic incidents; testing; isolation; family problems; immigration; return to work and benefits; mental health issues; housing needs; relationships issues; gender identity; coming out. Motivational Interviewing, a useful tool to support individuals to strengthen their motivations to change, has been incorporated in to the majority of 1:2:1s and post HIV test discussions. All staff delivering HIV and sexual health services receive training in this technique.

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Service users accessing one to one support are often successfully signposted/referred to other Yorkshire MESMAC services such as groups and counselling alongside other external local support services/organisations.

Our service users included Gay men, Bisexual males and MSM Communities, African Communities, Migrant Workers, LGBTQ+ Communities, anyone at risk of HIV infection, People Living With and People Affected by HIV and Commercial Sex Workers.

For many of them 1:2:1 support is a stepping stone to engagement in other services either within Yorkshire MESMAC or external services e.g. a dedicated drugs and alcohol project.

In 20-21

- We provided 6368 support sessions via 1:2:1 interventions across West and North Yorkshire, Rotherham and Hull.
- Hull provided 1:2:1 sessions which supported 3,378 service users. The majority of these were done over the telephone or online. Some face to face 1:2:1s did take place and social distancing and lockdown restrictions were adhered to.
- Leeds almost doubled 1:2:1 appointments to 324. Staff have continued to conduct these appointments by telephone and online whilst working from home, as well as via testing appointments.
- We made 2732 external referrals of which 2151 in 20-21 were to GUM clinics, including online testing options.
- Bradford delivered 412 1:2:1 interventions via telephone, Zoom and WhatsApp depending on the needs of the service user.

Community Testing

Includes HIV and STI testing in non- clinical settings at times and places to enable most at-risk populations to take part. Our testing service offers HIV testing and Chlamydia and Gonorrhoea screening in all areas where we work. Service users can also access Syphilis testing in Hull, Rotherham, Wakefield, York, North Yorkshire and Bradford.

The online booking system www.bookatest.com has been a useful means of enabling people to access testing more effectively, despite the limited service we were able to offer during the Covid-19 lockdowns.

This booking system allowed us to reintroduce community testing quicker as we were able to manage service user's appointments and therefore flows in our buildings. Something that for example, a drop-in would not allow. We were the first community organisation to reintroduce HIV POCT in the country, quickly producing updated risk assessments and protocols and working closely with local Public Health teams.

During times where Covid-19 restrictions have meant we have not been able to deliver face to face testing we have referred into home testing options and supported our service users to continue regular screening.

In 20-21

- Although our HIV testing offer in Wakefield has been restricted by Covid-19 restrictions we were still able to test a total of 76 service users, with many of those being at high risk of HIV transmission, each of these interventions were an opportunity to promote a range of precautionary practices including PEPSE and PrEP.

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- In Wakefield over National HIV Testing Week we undertook increased online outreach; with a total of 1346 community outreach contacts. These contacts were made on a range of platforms where Most at Risk Populations (MARPSs) go to negotiate sex and relationships, including Grindr, Fabguys, and Fabswingers. When Covid restrictions eased we were able to access Urban House and Cedar Court to support local groups of asylum seekers. The purposes of this outreach was to increase knowledge of precautionary behaviours including testing and PrEP, as well as to promote uptake of Covid-19 vaccination. Online meetings were held with Black Majority Church Leaders to promote Covid-19 vaccine, and to increase knowledge and skills in discussing PrEP with congregants.
- Numbers for testing and outreach would be significantly higher in a regular year because of the delayed HIV testing week & lack of big focus events like Leeds Pride. However, Yorkshire MESMAC Leeds still delivered 180 HIV POCTs and 175 chlamydia & gonorrhoea triple site screens during the 2020-2021 period.
- Leeds Prevention 2020-2021 did reopen in a Covid-19 secure way to enable the building to be open to the people most in need of an HIV test & sexual health screening whenever local restrictions allowed.
- It is worth noting that the testing team have had a significant number of conversations during 2020-2021 about Covid-19 as part of our pre testing discussion procedure. This is to help with risk mitigation alongside discussions about other public health interventions in 1-2-1s. There have also been risk mitigation conversations around both Covid-19 and HIV with men who were continuing to hook up during the various lockdowns.
- In Bradford we have a Faith Leaders network which was established during 'Testing Faith' work. We continue to deliver relevant work (prevention & COVID 19) within this network using social WhatsApp and Zoom links.

Yorkshire MESMAC conducted the annual service user survey in Q3 2020-2021. 100% of respondents to the Leeds Prevention service rated the service as very good, and all would recommend us to their friends/family.

Some comments from the survey:

-Well organised and felt comfortable with Covid measures

-Didn't feel rushed and very thorough

-It was good that everything felt so secure

-The staff member was really helpful and made me feel at ease about the test, it really helped not feeling alone or judged.

- In the 3 months prior to the Covid-19 pandemic (January, February and March 2020) our York and North Yorkshire service developed a new testing service in conjunction with our partners at YorSexualHealth's specialist clinical outreach team. The 'Testing Plus' sessions took place at our York office - allowing people from Most at Risk Populations to obtain testing, support and hepatitis and HPV vaccinations from both a Yorkshire MESMAC worker as well as a clinic nurse. Following our return to face-to-face working in August 2020 we restarted the sessions, this time on an appointment only basis and within Covid-19 guidelines. With the end of the PrEP trial and introduction of PrEP on prescription in November last year we were able to add PrEP assessment and prescribing to the services available at these sessions. This led to the first ever community based PrEP prescriptions being carried out in North Yorkshire - where at-risk people unable to access regular clinical services obtained their PrEP medication at our city centre office.

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- As a means of thinking outside-the-box following on from the pandemic and the numerous issues that it threw up in regards to continuing to provide services to those most in need, we have created in York a 24 hour testing service. This is in the form of two security boxes attached to the outer wall of our York office. In one box are screening kits which provide HIV, syphilis, chlamydia and gonorrhoea testing, and in the other box are safer sex packs containing condoms and lube. Access to the boxes is through a pass code which changes on a weekly basis. The boxes mean that service users can access testing kits and safer sex supplies at any time of day; to obtain the code they will simply need to text/call one of our York workers who will explain to them the process, take some monitoring information and direct them to a video which goes through the different components of the testing kits and how they work.

Outreach

We use outreach to raise awareness of the issues and services and in “normal” times we contact people in a variety of settings including places of worship, schools colleges, specialist shops e.g. African barbers, as well as via events such as World AIDS day and health promotion events in the areas we work in.

Outreach staff offer information, support, sexual health promotion, sexual health resources and opportunities to get an HIV test. It is **Targeted Outreach** to reach people who are distanced or disenfranchised from the usual channels of information and sources of support, focused for example on making contact with men where they meet to socialise and/or have sex, or reaching communities where they gather together e.g. places of worship.

However, during 20-21 and the restrictions imposed by the Covid-19 pandemic staff have further developed our **Virtual Outreach** offer to reach people via digital means. This outreach has been a crucial tool in maintaining service delivery throughout lockdown and has enabled us to successfully support MSM, Trans People and Commercial Sex Workers throughout the ongoing crisis.

We have a high profile presence on Facebook, Twitter etc. as well as on specialist sites such as African Singles, Bareback RT, Grindr and Growlr. These sites allow us to target tailored messages tightly and quickly to key populations.

In 20-21

- We reached 24374 people in total.
- Hull provided 1,475 outreach sessions (virtual & face to face) reaching 14,227 service users.
- 459 visits (both face to face and virtual) were made to commercial sex workers and venues/homes. 1,869 commercial sex workers received an intervention with 41.5% of them being through a mass intervention.
- Wakefield staff made a total of 3331 community outreach contacts in the year, the majority of these were made online for the purposes of promoting HIV and STI testing, particularly home self-sampling services. Over National HIV Testing Week we undertook increased online outreach; with a total of 1346 community outreach contacts made in the quarter where National HIV Testing week fell. These contacts were made on a range of platforms where Most at Risk populations (MARPSs) go to negotiate sex and relationships, including Grindr, Fabguys, and Fabswingers.
- Black African people Living with HIV appeared to shoulder a disproportionate impact of Covid-19 related hardship and digital exclusion, in Wakefield we responded to this by distributing devices and data SIM cards in order that they could access ongoing support.

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- The Leeds Prevention team made the most out of online resources such as apps, websites, dating sites for outreach while person facing work was not allowed. We developed a suite of resources in relation to safer sex in the context of social distancing, and information of how to safely start or re-start PrEP after lockdown lifted.
- In York and North York's we carry out online outreach to female CSW's through platforms such as Adultwork.
- 2854 community outreach contacts were made in Leeds throughout 20-21.
- Online outreach in York and North Yorkshire increased to 176 sessions being delivered.
- Bradford made a total of 583 community outreach contacts during 20-21. The majority of these were online on sites such as Grindr, Scruffs Fabguys, WhatsApp, Bradford Refugee Forum, Facebook, Zoom, Bradford University, and Online Faith Leaders Forum. The remainder were through physical outreach to Public Sex Environments to engage with MSM who were still hooking up throughout the pandemic.

Safer Sex Resources

Covid-19 restrictions meant that our condom and lube distribution was focused on our postal service rather than more traditional methods of through bars, saunas, PSE sites, or in person to service users. In addition to providing condoms and lube to MARPs in all our areas, we have negotiated with commissioners in Hull and Rotherham to extend this service to the wider population during the pandemic. We have also delivered postal condoms to young people in the Leeds area who are registered with the C-Card scheme.

This extended service, plus increased uptake from MARPs due to the closer of offices, bars etc. has seen the number of people accessing postal condoms increase by 67% on last year.

HIV Support Services for people living with and affected by HIV

Are delivered as part of our integrated prevention service in Bradford via the Our project and Begin in Wakefield.

Social Support services aim to move PLWHIV from a cycle of dependency to independence and self-sustainability by improving their emotional wellbeing, and life chances, increasing their ability to make informed choices about their physical health and combat HIV-related stigma. Both projects also support partners and children.

In 20-21

- Bradford had 10 new service users and worked with a total of 165 active service users. The Wakefield team worked intensively with 51 PLWHIV this year, 15 of whom were new to the service, and 2 were newly diagnosed PLWHIV this year. This is a significant increase on last year's delivery. Each service user has a care plan in place, which is tailored to provide more intensive support at the point of referral. One of the newly diagnosed people referred to us had a CD4 counts below 200 at the point of diagnosis and was suffering with poor health due to their HIV. Yorkshire MESMAC worked with these individuals intensively through weekly home/hospital visits and developed a support plan to encourage the service user with adherence to medication and adjusting to living well with HIV.
- In Bradford, 104 sessions were directly delivered to PLWHIV through peer support groups, which covered positive self-management, therapeutic support and sexual health.

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- The teams also provide information and advice to reduce the impact of HIV on people's everyday lives, including sign-posting and referrals to appropriate health support services and health support on non-HIV related issues, smoking cessation, sexual health, healthy eating and drugs and alcohol.
- Another scheme funds access to formula milk, sterilisers and feeding bottles for HIV+ mothers for the first year of their baby's life to reduce the risk of mother to baby transmission of HIV through breastmilk; in 20-21 6 families accessed the scheme with 7 babies benefiting.
- In Wakefield the team are particularly proud of the number of Positive Self-Management sessions they delivered in the year, with a total of 94 sessions delivered. We credit this success to a number of factors, firstly we have seen a steady increase in referrals from clinical providers for PLWHIV in need of social support, secondly we have seen many longstanding service users need to re-engage due to Covid-19 related issues (including for support to isolate, or to shield, or because of increased anxiety and isolation), and thirdly due to the overwhelming demand of those enduring financial hardship and destitution in response to the imposition of the winter lockdown.
- We were able to secure funds from the National Lottery's Awards for All scheme to support those PLWHIV with the highest needs in both Wakefield and Bradford. We look forward to continuing this increased support for PLWHIV in the district.
- The Wakefield Local Service Coordinator led on the development of training for professionals on using Motivational Interviewing techniques to respond to Covid-19 vaccine hesitancy. This training was delivered to over one hundred professionals including faith leaders, mental health professionals, sexual health professionals, and workers in homelessness services. Feedback from this training was positive, with reports that workers felt increased confidence and skills in working with vaccine hesitant service users.

Tailored Services for Young People

Despite Covid-19, we delivered essential support for LGBTQ+ youth in Bradford, York & North Yorkshire to ensure they received safe and appropriate services, using online communications where appropriate. We provided emotional support, individually and in groups to help them deal with isolation in school and college, address issues relating to their sexual and gender identities and provided sexual health information and support with relationships. We also worked with other service providers to develop their services for young LGBTQ+ people and were involved in facilitating healthy policies that strategically tackle the barriers faced by LGBTQ+ youth.

During the restrictions imposed by the Covid-19 pandemic the Hull service was unable to provide its usual young people's drop-ins or face to face 1:2:1 support. Services were quickly adapted and virtual drop-ins were conducted through Facebook so young people could reach out over messenger services knowing there was someone to respond immediately. Clinical outreach services were seeing a reduction in venues where they could reach young people for contraception. We have worked closely with them over the last year to provide a joint young people's clinic from our building to reach the most vulnerable young people.

The Youth Activation volunteers were unable to attend in-person during this period. We continued to maintain contact online and provide support where needed as many young people were finding the early stages of lockdown very challenging. These young volunteers were kept engaged with focus groups, supporting recruitment and social media campaigns. Our success at keeping young volunteers engaged has meant that they have now started transitioning to adult volunteers, continuing their commitment to the organisation and improving their skills and employability.

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RSE support for schools during restrictions has been challenging, with many schools unable to host sessions. From 20-21 we were able to work with the schools to support with online sessions and plan in a schedule to in person sessions for the following year.

In 20-21

- We more than doubled to 99 the LGBTQ+ youth group sessions in York and North Yorkshire - Harrogate, Skipton, Scarborough and Selby in partnership with North Yorkshire County Council; delivering 64 workshops to them.
- In York our LGBTQ+ Youth Group has developed strongly throughout the Covid-19 pandemic, with weekly sessions taking place over Zoom and the group growing to include over 25 young people from York and elsewhere in North Yorkshire. The format of the group has changed in the past year to ensure that more workshop based activities occur on a regular basis, and that this is done through strong partnership working; bringing in professionals from the Drug & Alcohol service, North Yorkshire Police, homelessness services and others.
- BLAGY youth group (Bradford) continues to be a valued service for young LGBTQ+ people between the ages of 14 and 25 in the Bradford district. There are 20 service users, 9 of whom are Trans/non binary. Quarterly planning sessions which are young person led help to steer and develop the service in line with the needs and interests of the group members. During this period, due to Covid-19 the group has been delivered completely online, the group members adapted successfully to this change and attendance and new referrals have both been consistently high. Sessions delivered include; Sexual Health, Gender Identity, Mental Health, a music workshop and a flag sewing session for Keighley Pride. We look forward to meeting face to face but moving forward we will retain some online provision as some young people prefer it and it reduces access issues for young people living more rurally.
- The Hull Youth Activation Team recruited and trained 2 peer educator volunteers. There were limited activities that peer educator/volunteers could participate in during the pandemic but there are still 14 active peer mentors waiting for restrictions to ease.
- The restrictions imposed by the Covid-19 pandemic meant that normal methods of engagement with young people in Hull were not possible. The Youth Team devised a package of online support with tailored resources that could be used for 1-2-1 sessions over the phone, text and messenger. This suite of resources covered topics such as consent, healthy relationships and staying safe online.
- The Hull team started a programme of street-based outreach to reach young people while school and college visits were impossible. Routes were planned throughout the city, with extra focus in areas of high deprivation. Engagement with the street-based outreach was high leading to many onward referrals into contraception, testing and termination services.
- Following the success of the street-based outreach, the Hull team have been providing 'walk and talk' 1-2-1 sessions for young people. This has enabled us to provide face to face support whilst still adhering to Covid-19 guidance. The 'walk and talk' sessions provide a neutral environment for young people to talk about their issues at their own pace. We have found that many young people prefer their sessions to be done in this way as it is less stressful than being sat in front of someone in a small room. Both the street-based outreach and 'walk and talk' sessions will remain in the service offer once Covid-19 restrictions are lifted.
- In partnership with the local Sexual Health clinical provider, the Hull team co-hosts a weekly contraception clinic at our office. This clinic targets the most vulnerable young people which are referred in by our workers and local youth services. At the clinic young people can access the full range of long-acting reversible

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contraception from the outreach nurse and more holistic support and screening from our workers. This approach has been well received by young people who would never have accessed clinical settings.

- During 20-21 there was a change in staff in Rotherham. The service now has a new Community Development Worker responsible for working with young people. The change in staff has provided a new approach to youth engagement in Rotherham finding new ways to engage young people in their own sexual health including bespoke social media and linking with college programmes to coproduce resources.
- Direct delivery of RSE did not happen in 2020/21 due to Covid-19. However contact and planning was kept up with Aspire (non-English speaking section), Hull College, Ganton Special School, Boulevard Academy, Kelvin Hall School and Marvell College with staff support sessions recommencing 21st April 2021 and pupil-facing sessions starting 27th April 2021.

Improved Acceptability and Access to Clinical Services

We offered training, advice and support to commissioners and clinical colleagues, and have developed partnerships and consortia with clinical providers to improve services' referral mechanisms and pathways. This year we are particularly proud to have worked with our clinical partners, YorSexual Health, Leeds Sexual Health Rotherham Integrated Sexual Health Services and Locala to develop tailored community based clinical sexual health services for Trans folk, sex workers and young people delivered from our premises, where possible.

During Covid-19 we used our community reach both real world and online to promote online sexual health testing where available.

- The 'Testing Plus' sessions took place at our York office - allowing people from Most at Risk Populations to obtain testing, support and hepatitis and HPV vaccinations from both a Yorkshire MESMAC worker as well as a clinic nurse. We have now been able to add PrEP assessment and prescribing to the services available at these sessions. This led to the first ever community based PrEP prescriptions being carried out in North Yorkshire - where at-risk people unable to access regular clinical services obtained their PrEP medication at our city centre office.
- Since April 2021 we've initiated a new pilot in which the Testing Plus service is carried out in clinic. Yorkshire MESMAC workers carry out outreach and arrange appointments, meet the attendees at the clinic and introduce them to the nursing staff who carry out screening, vaccinations and PrEP assessments. The results have been fantastic - with over 50% of those attending having never accessed clinical services before, and a large number being given vaccinations and prescribed PrEP. The results have been compiled into a report written jointly by YSH and Yorkshire MESMAC which has been shared with Public Health England as a success story in regards to engaging at-risk groups with clinical services in a post-pandemic landscape. A similar service is also being developed in Leeds to run alongside our popular Testing Times+ sessions.

Improving Reproductive & Sexual Health Outcomes for Gypsy & Traveller Women in York

At the end of 2020, our York service was successful in obtaining funding through PHE's Innovation Fund for a new 12 month project. The project is a partnership between Yorkshire MESMAC and York Travellers Trust seeking to work with Gypsy and Traveller Women around reproductive and sexual health. It trains up Traveller Trust staff on numerous reproductive/sexual health topics, produces new resources suitable and culturally competent for Gypsy & Traveller Women and runs focus groups and peer support groups to look at where services are currently working and, where they are not.

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Group Development and Group Support

Is offered to Lesbian, Gay, Bisexual and Trans+ community groups (including groups for young LGBTQ+ people). Such groups reduce social isolation, explore common concerns and create forums for people to take collective/mutual action to address these.

In usual times, we provided free meeting space, refreshments, access to computers and photocopiers, help with funding applications, support for management committees/steering groups, etc. However, Covid-19 has seen a reduction in this offer as groups were unable to use our building for face to face meeting, we were able to ensure that the groups we facilitate went online and the additional tablets and data helped particularly isolated people attend online groups.

We chaired the Northern and Midlands Panel Comic Relief - Intermediary Fund, this saw us distributing £191,715.50 Covid-19 relief money to small charities undertaking work with LGBT groups across The Midlands and Northern England.

In 20-21

- In Bradford, the peer mental health support group set-up to offer support to service users and other people living in Bradford and Wakefield with mental health support needs. This became a self-run sustainable group.
- In the last year Yorkshire MESMAC Bradford continued to work with PLWHIV and members of the young LGBTQ+ community. Weekly peer support group sessions were mainly conducted online (Zoom) due to Covid-19 restrictions. There were 302 service users who attended structured workshops, which includes; best sex least harm (safer sex), therapeutic and positive self-management.

Training and Consultancy

We offer training and consultancy for professionals wishing to increase the acceptability and accessibility of their services to communities experiencing health inequalities; including training around cultural sensitivity, breaking down barriers to access and understanding stigma. We continue to develop our training strategy across the areas covered by Yorkshire MESMAC.

In 20-21

- Most training came to an abrupt end due to Covid-19. It took until late summer for online training to be created and take off again. Wakefield City Council LGBTQ+ Awareness training began in January 2021, and it is planned to return to face to face from September 2021. LGBTQ+ training for Leeds City Council is now online as is LGBTQ+ training for Leeds Teaching Hospital Trust. We are also planning to create and deliver Unconscious Bias training for a schools Trust across Bradford.
- Our Training and Comms Coordinator is now qualified to deliver Train the Trainer training for Making Every Contact Count for Mental Health (MH) and is now delivering the training for trainers to professionals across

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West Yorkshire and Harrogate and Humber, Coast and Vale. By the end of the year, all Yorkshire MESMAC staff should be trained in delivering MECC for MH in our work.

- Despite all training moving online, this transition has proved successful with very positive feedback and a wider reach across Yorkshire.

Rainbow Badges Project

This work was commissioned by various NHS trust services in Bradford to review the success of the Rainbow Badges initiative in Bradford NHS Trusts. Yorkshire MESMAC and Equity Partnership were asked to create a survey for our service users to fill in and feedback on. The course of this work changed due to Covid-19 and we faced challenges of engagement from service users. We have started our work with The Proud Trust to deliver training for the Rainbow Flag Award Project. This was delayed from 2020 due to Covid-19, but has been monthly online since March.

Love Tank

Long Time No Syphilis, Innovation Fund project. Yorkshire MESMAC developed a 5 part training programme for sexual health professionals to have a greater understanding of Syphilis, with the aim of reducing Syphilis cases among high risk populations. Two cohorts were delivered, followed by a train the trainer session. Despite Covid-19, we delivered these sessions to great success online.

COMMUNITY DEVELOPMENT

Our community development projects aimed to increase our communities' collective capacity to deliver services which improve health and wellbeing.

SAGE

Supports older LGBTQ+ people in Leeds who are experiencing social isolation and loneliness through provision of a drop-in service and other events, provision of volunteer support and developing opportunities to volunteer, while building the skills of the professionals who work with them.

April 2020 to March 2021 was the final year in the six-year project entitled SAGE, funded through the Big Lottery's Ageing Well Programme, Time to Shine, which is administered by Leeds Older People's Forum. The SAGE programme during this time was delivered in partnership with Age UK Leeds. In this year we continued supporting individuals who are isolated and lonely, strengthening networks within the LGBTQ+ community in Leeds.

In 20-21

- A second Community Development Worker was engaged to support SAGE in its final year.
- Staff worked to develop the digital skills of selected service users through the securing of tablets with contracts for internet access for the most isolated and potentially vulnerable members of the SAGE group.
- Despite the Covid-19 pandemic, using the Zoom platform, engagement with service users was actually increased over the period from twice a month to four times a month. This meant, alongside regular 1:2:1

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work, SAGE was able to significantly decrease the feeling of isolation for service users and to allow them to raise any issues that the group could support them on.

- An on-going WhatsApp group has also been developed to allow for social interaction of an everyday nature, further decreasing social isolation during the lockdown period.
- A 25-minute video was made to promote SAGE for the Silver Pride weekend which helped to find new members, identify new funding sources and promote the unique personal stories of the LGBTQ+ community. These videos are available on YouTube for a wider audience.
- Funding was sourced for a celebration on International Day of Older People.
- Several new connections to the academic world were made to support research development for the older LGBTQ+ community.

West Yorkshire Queer Stories

Queer Stories was a 2 year oral history project funded by the Heritage Lottery Fund and was completed in May 2020. The project celebrated LGBTQ+ cultures and communities in West Yorkshire by collecting Oral History Testimonies and material heritage, creating interactive elements such as artworks, resources, tours and workshops inspired by these materials. The content is now curated by West Yorkshire Archive Service and providing continued engagement through the website.

The West Yorkshire Queer Stories project has raised the visibility of the vibrancy of queer heritage throughout the region that has previously been under appreciated and overlooked, and was supported by 75 volunteers between the ages of 18 to 80 and student placements.

A book containing the stories and photographs has been published as a companion to the website acting to further preserve the project's legacy.

GOW - Gender Outreach Workers

Are employed by Leeds Gender Identity Service (GIS) and hosted at Yorkshire MESMAC where we provide support and links into local LGBTQ+ communities. Currently the GOW provides one to one and group support to Trans people on the waiting list for Leeds GIS around a number of issues to help manage some of their concerns around transitioning such as access to hormones, name changes, voice training etc. The GOW has been instrumental in meeting a wide variety of Trans people's needs including starting mental health groups, sexual health needs, etc. and ensuring all the services they are involved in, whether delivered themselves or referred into, are accessible for Trans people from across Yorkshire and the North of England.

During Covid-19 the GOW was limited to small numbers of online one to one appointments although face to face services are being risk assessed for reopening safely. Due to Covid-19 we have been unable to recruit to the vacant GOW post; again this is under review and we hope to start recruitment soon.

ICTA Open University

This research project is a partnership between the Open University (lead researcher), community expert researchers based in charities, of which Yorkshire MESMAC is one, and a number of Gender Identity services across England and Wales. The research seeks to assess various models of health care for Trans adults especially around the integration of wider health care into any transitioning services the Trans adults involved in the research are engaged in or have been through. The project has been running for a number of years

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and Yorkshire MESMAC's research and community development team are involved in the analysis of findings and development of dissemination tools for professionals and the public. During 2020-21 significant work was developed around carrying out in-depth interviews with Trans adults and GIS professionals online in ways that meet ethical requirements.

The move to online project meetings, interviews, analysis and more has been a success for this project as has the engagement of Trans people of colour; as expert researchers, staff working on the project have been able to further hear the experiences of Trans people who also experience racism.

Healthy Communities Together:

This first phase of the project (March 2021- November 2021) is a partnership between Leeds Solidarity Network members, Leeds Clinical Commissioning Group and Leeds City Council Public Health Team. The Leeds Solidarity Network comprises Leeds Asylum Seekers Support Network, Yorkshire MESMAC, Leeds GATE and Basis Yorkshire who work for and with asylum seekers and refugees, LGBTQ+ folk, Gypsies and Travellers and Sex Workers, respectively.

Funded by the National Lottery and supported by the King's Fund, who are providing leadership consultancy and policy environment assistance to the project, we seek to investigate the ways in which Leeds systems create the extreme health inequalities faced by these marginalised communities. We will map these systems, the key players, policies and fulcrums for change with the intention during the next phase of the project (Jan. 2022 – till Dec. 2024) of working collaboratively on developing new ways to commission from the margins. During this first phase our aim is to produce a plan which evidences where and how we might make change in order to secure additional three year funding to aid in the reduction of health inequalities in Leeds.

MENTAL HEALTH

Our mental health support and projects aim to improve acceptability and access to mental health services for those most in need.

Yorkshire MESMAC Counselling Service

We provided counselling to gay, bisexual and homosexually active men; female partners of men who are attracted to men; young lesbian, gay, bisexual, trans or questioning people under the age of 25 in Leeds, Bradford and Wakefield districts and people living with or affected by HIV in Bradford and Wakefield areas. In the Bradford and Airedale area, this offer is also extended to lesbians and bisexual women, trans+ individuals aged 25 and over and commercial sex workers (any sexuality/gender expression).

During Covid-19 we quickly set up services with colleagues from the Bradford Counselling Collective staffing a grief and loss line and offering additional remote counselling session to anyone affected by Covid-19. Our team of 11 qualified freelance counsellors and 1 seconded IAPT specialist counsellor, are all experienced in working with our particular target groups. The pandemic has created many challenges in work and business situations but we are proud of the way in which our counsellors rose to the challenges of providing much needed support during this time. From the very first day of lockdown we supported our counsellors in setting up and using on-line video/telephone platforms so our service could continue to be provided as members of the communities we serve struggled with adapting to loss, anxiety and isolation experienced during lockdown and the ongoing changing restrictions throughout the year. There was no break in the service we provided,

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support has been consistent and although initially there were a few clients who wanted to wait until face-to-face support returned, after the initial 3 months of lockdown, most of these took up the offer of remote support. The counselling service continues on a remote support basis, with all clients taking up remote support.

We used CORE IMS to provide an objective measure of the effectiveness of counselling on the wider aspects of an individual's mental and physical health. During this period service users brought a very wide range of issues to their counselling sessions, usually presenting with multiple issues augmented in relation to the effect of the pandemic including depression/anxiety (re: Covid-19), relationship problems and domestic violence (intensified during lockdown), anxiety relating to sexuality and/or sexual health and an increase in gender dysphoria (as gender identity clinic waiting lists/surgery dates were cancelled/rescheduled during lockdown), living with HIV and low self-esteem. Clients are allocated between 6 - 8 sessions and generally there are no waiting lists so clients were, on average, assessed and allocated a counsellor within 2 weeks. There were a few weeks during this period when although allocated a counsellor, some clients had to wait slightly longer for their first appointment due to their counsellor being busy with private clients. Availability of counselling slots was monitored every month during this period and continues to be monitored so clients are aware of the demand for our services.

We also continue to have a social media presence on Facebook and other platforms where we promote our support groups and therapeutic workshops and highlight topics of mental health interest. During the pandemic topics have mainly related to building resilience and coping mechanisms during these difficult and ever changing times with signposting to self-help guidance/tools and other helping agencies.

In 20 - 21

- 209 service users were referred for counselling during this year, 23 more than the previous year. 25 people were referred via Yorkshire MESMAC staff, 10 through internal support groups/therapeutic workshops, 16 from other voluntary organisations/external groups; 8 from GPs/NHS services and a further 150 via self-referrals. 175 SUs have completed their sessions/are closed, 34 SUs are in progress.
- Problems/issues identified at assessment had improved at the end of the therapy review in 92% of cases.
- Of the 118 people for whom we have results, 85% of people demonstrated an improvement in all issues with 7% showing a partial improvement.

Let's Get Better Together

This project offers therapeutic interventions around mental health in individual or group sessions, particularly supporting lesbians and trans+ people to access psychological therapies.

In 20-21

- The counselling service continued to engage new trans+ and women into the service; 22 new LBQT+ people were supported through remote 1:2:1 counselling, 3 of these individuals were specifically supported with mental health issues.
- 15 x remote LGBTQ+ therapeutic workshops were run through Zoom with a total of 91 attendances. Topics and themes were identified during remote wellbeing support groups as detailed below, - mainly around emerging needs as lockdown and ongoing restrictions changed and continued. Our therapeutic workshops addressed:
 - Managing our wellbeing during lockdown

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- Managing anxiety during lockdown
- Managing emotions during lockdown
- Intimacy and relationships during lockdown
- Perspectives and priorities post lockdown
- The changing face of relationships during lockdown
- Improving sleep
- Mindfulness during lockdown
- Managing and maintaining friendships during and post lockdown
- Seasonal beliefs/practice which help maintain positive mental health during difficult times
- Dealing with seasonal blues
- Maintaining positive mental health during ongoing lockdown restrictions
- Sex and mental health – online safety, consent, negotiating relationships and sex
- Sex and mental health – coercion
- Sex and mental health – gay scene pressures, sex/validation

48 weekly remote LGBTQ+ wellbeing support group sessions have been run through Zoom with a total of 282 attendances. Facilitated by a trained therapist, supported by a sessional worker, these have included elements of co-counselling and peer support. Previously these face-to-face support groups were run monthly in Bradford and Skipton venues but weekly sessions have been necessary to support the mental health of LGBTQ+ people during the ever-changing situation of the lockdown restrictions. Many of our regular attendees have struggled with their mental health due to the isolation and anxiety of the pandemic.

As with our counselling service, support groups and therapeutic workshops ran consistently, even over the Christmas period which was very difficult for some people as new lockdown measures were introduced.

Men's Total Health Project

The Men's Total Health project was started in 2018 funded by Comic Relief to help support the mental health of anyone identifying as GBT+ (masculine some or most of the time).

We aim to look at breaking down barriers to support with mental health for young GBT+ people through SEA (Self-Esteem Awareness) sessions aimed at addressing common issues they face e.g. dealing with emotions, low self-esteem, managing anxiety and stress. From these workshops, we aim to identify suitable young people with the necessary lived life experiences to train as peer mentors through accredited certificated training. We also aim to support sports and leisure facilities to break down barriers to GBT+ people engaging with and participating in their sports and leisure facilities. This is achieved through Sports Buddy training in general LGBTQ+ awareness/good practice working with and supporting LGBTQ+ people.

Early attendance and participation was good, however, as with much of our face-to-face work, the project was hit by Covid-19. In particular affecting, recruitment via schools and colleges which used their limited learner contact to focus on core curricular activity.

We reduced weekly worker time and thanks to the flexibility and understanding of Comic Relief have extended the project, which will now run until December 2021 with further focus on running SEA courses and engaging young people into sports activities through the trained Sports Buddies and the organisations/activities they run.

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Living Well Project

Supports people to access psychological services through online outreach and resources developed by LGBTQ+ young people, and adapted the delivery methods of our work to online where face to face delivery was not possible

In 20-21

- We ran 21 training for professionals courses to 246 professionals in Bradford Craven Airedale and Wharfedale, an increase on 19-20
- Delivered 44 peer support sessions to young LGBTQ+ people. Within these sessions, we have delivered 22 workshops covering a wide range of topics including practical info and support for Trans youth, peer support for queer youth, broader understanding of LGBTQ+ identities, mental health and personal journeys discussion.

Suicide and Self-harm Prevention

- This project was mainly delivered online, supporting members of the LGBTQ+ community, mainly men who have sex with men (MSM) around suicide and self-harm prevention. Yorkshire MESMAC Bradford Prevention team, and the Digital Engagement Worker (DEW) worked together to research and deliberate the appropriate language to use on banner adverts for hook up sites. Research was focused on providers like The Samaritans and Andy's Man Club, for suitable wording that could be made accessible for MSM in Bradford.
- The team considered the variety of hook up apps MSM use, and where greatest diversity in terms of age and ethnicity might be reached. Grindr, Facebook and Instagram adverts were used to convey essential messages to these groups. Staff also used peer support group sessions and one to ones to talk to service users about this support.

Older LGBTQ+ Adults Project

This project has been working to achieve the independence and sustainability of 2 older people's groups in Bradford throughout the year.

Digital Meetings - Throughout the pandemic it has been challenging to engage older people using digital technologies. The women have engaged better than men and have managed to access online platforms independently and become established as a digital group. The men have a wide range of complex needs, some wanting to get online and others either being disenfranchised or apathetic towards digital meetings. This is reflected in the numbers attending the groups, with men averaging 1-3 people a session and women 10+. There is a large difference between the average age of the men's group and women's group and this could be potentially be contributing to the issue.

Heightened 1-1 support - There has been an increase in the support being offered to the men's group, specifically through a number of complex cases that have been referred in by Adult Social Services. The CDW has been having weekly catch ups with these service users and liaising with the Adult Social Services team, the police, hospitals and Community Psychiatric Nurse (CPN) teams alongside other services to best help support these people around issues including sexual assault, suicide attempts, sextortion and homelessness.

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Reopening face to face group services – More recently there has been work ongoing to reintroduce some face to face provision for the groups, especially considering the social isolation and loneliness that these communities face, alongside the poor digital take up from the men. The groups are now risk assessed and approved to be meeting up in person. The risk assessment is for both the men's and women's groups to meet in groups of up to 8 people.

BEHIND THE SCENES

We deliver web-based services through our website www.mesmac.co.uk and develop health promotion materials in line with the Information Standard principles which means that the information we produce is high quality, evidence-based, balanced, user-led, clear and accurate.

This year 45,854 people have used our website.

Yorkshire MESMAC has continued to meet the requirements of the **Investors in People** Standard.

VOLUNTEERING

We offer volunteering opportunities within most of our services and are committed to involving and engaging members of LGBTQ+ communities, people who are most at risk of HIV transmission and PLWH. We also value the time that people within the communities that we serve put aside to better support the sexual health of their communities. We are happy to say 85 volunteers have retained their volunteer status with us during 20-21.

FINANCIAL REVIEW

Income in 2020-21 was £1,842,209, slightly down on the previous year which was reflected across all income streams but in particular from trading activities which were adversely affected by Covid-19. Our unrestricted net income was £176,909 in part due to a reduction in expenditure costs as direct result of Covid-19 restrictions. We also made further unrealised gains on investment of £188,234 resulting from a changed emphasis in our portfolio of investments and the economic environment.

We continue to secure short term funds from a variety of none recurrent funding sources, across all areas of our work, but with a particular emphasis this year on addressing the impact of Covid-19 on our most vulnerable service users. Our income from donations has continued to rise over this period.

This year we have continued to manage some small grants for emerging community groups particularly serving the Trans community. Donations remain small but growing with a significant legacy gifted to us and disclosed in note 26. The income from our Trading Company allows trading income generated to be entirely ring fenced from grant funding.

Our Senior Management and Finance Team need congratulating managing our finances through this difficult period.

Reserves

The Board of Trustees (BOT) regularly reviews the charity's reserves requirement. Based on this our policy is to aim to maintain at minimum three months of budgeted expenditure as net current assets in reserves with the aim of reaching 6 months and to include monies to cover 100% outstanding commitments on our

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leasehold properties, calculating a minimum commitment on all leases of 5 years and including the cost of any required dilapidations and reparation works to the buildings.

The overall target this year using our budgeted expenditure is £1,209,408 the present level of net current assets and fixed asset investments available to the charity mainly in cash is £1,612,374 which means we have exceeded our overall target this year.

The Trustees aim to use funds from these cash balances to support the organisation's development in particular our Mental Health and Wellbeing offer and to expand our geographical footprint, where feasible.

In the current economic climate we feel it is essential that we maintain a strong reserve position and ensure the most appropriate use of funds. Our focus is on ensuring that investment in long term operational and financial sustainability has the highest impact on the needs of our service users.

Review of Reserves

The charity had total reserves at the end of the reporting period of	£ 2,137,720
Amount of that total that was restricted to specific use by funders was	£ 219,400
Leaving unrestricted amounts of	£ 1,918,320
Within unrestricted funds are amounts designated of	£ 211,520
The only material amounts are	£ 200,737
Which represents the net book value of property and leasehold improvements and will reduce in line with the charity's depreciation policy	
And	£ 90,000
To increase the capacity of the Senior Management team and appoint a Coordinator, to drive forward our Mental Health services by early 2022. Both to be self-financing by March 2023.	
The general fund remaining after designations is	£ 1,613,536
Of which	£ 1,162
Would only be realisable by disposing of tangible fixed assets leaving	£ 1,612,374
Of free reserves	

Going Concern

As Trustees we consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. We have formed this view based on the following factors:-

- Our current contract and financial performance plus cash and investments position together with our prudent reserves policy
- We have multiple funding streams and, a well-developed management and governance structure, which has an inbuilt flexibility to adapt to mitigate potential loss of contracts which is further mitigated as employees working on such contracts would be covered by TUPE to transfer to a new service provider
- We actively manage business risks. We adopt a planning process, including budget projections which takes into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.
- Given the timeframes inherent in the main areas of our funding the charity would have time to plan and reconfigure the organisational structure in line with any radical change in income and potential geographical reach.

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Remuneration policy for key management personnel

The overall goal of Yorkshire MESMAC's pay policy is always to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and/or deliver the charity's aims.

Trustees are ultimately responsible for setting remuneration levels for the charity's senior staff.

In deciding levels of pay and rewards Trustees consider:

- the purposes, aims and values of the charity and its beneficiaries needs
- how this impacts on overall pay policy for all employees, and for the senior staff in particular, including whether a 'discount' compared with pay for similar roles in other sectors is appropriate
- the types of skills, experiences and competencies that the charity needs from its senior staff, the specific scope of these roles and the link to pay
- the charity's current business plan and how the implementation of this plan may affect the number of senior staff the charity needs to employ or recruit and the nature of these roles
- the charity's ability to pay – this includes the cost to the charity of raising pay, and whether it is sustainable, and how appropriate the level of pay, and any pay increase, is in the context of the charity, as measured against the needs of its charitable purposes and beneficiaries
- the likely impact on, and views of, beneficiaries, donors, funders, volunteers and potential volunteers, where appropriate

Yorkshire MESMAC senior management team (currently Operations Managers, Finance/Administration Manager and CEO) are linked to the appropriate point on the NJC pay scale, decided by the criteria above. Trustees review of senior pay at regular intervals to ensure we offer fair pay to attract and retain staff.

Principal sources of funding

Principal sources of Funding continue to be from government grants for example HIV prevention and social support work in Bradford, Hull, Leeds, are provided through local authorities.

In Rotherham and North Yorkshire & York we have partnerships with the local sexual health services Rotherham NHS Foundation Trust and YorSexual Health.

The psychological therapies part of our mental health work in Bradford is commissioned by Bradford District Care Trust. Bradford Districts Clinical Commissioning Group supported online outreach and resources developed by LGBTQ+ young people to improve mental health and wellbeing.

Bradford local authority funds the Older People's Day Opportunities Project and working to prevent suicide in LGBTQI+ communities.

Time to Shine LGBTQ+ Community Development Programme in Leeds continued to be funded by the Big Lottery until March 2021.

The Heritage Lottery Fund provided 95% of the income for Queer Stories an LGBTQ+ Oral History project which finished in May 2020. Comic Relief continued to fund the Men's Total Health Project.

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Alongside the short-term projects funded by, the Erasmus Programme and partnership work via the PHE Innovations fund, we received a number of interim grants to support our response to the Covid-19 pandemic to mitigate the impact this had on our most vulnerable service users facing mental health, financial and digital challenges. Further work was also funded in Bradford and latterly Wakefield to encourage marginalised communities with vaccine take-up.

Investment policy

Investment Objective

To hold sufficient unrestricted reserves to meet the reserves policy designed to maintain the charity through difficult financial periods and to maintain the real value of those reserves and to generate income from those reserves to supplement the costs of providing the range of services provided by Yorkshire MESMAC.

To maintain sufficient liquidity in the form of bank deposits to cover any short term liquidity requirements.

To invest any additional reserves above a liquidity requirement with a total return investment objective seeking income generation with an additional aim of at least maintaining the value of those reserves over time after adjusting for RPI inflation.

Risk Profile

The Investments are to be managed at a *medium* level of risk. This means that there will be moderate risk to the invested capital but increased opportunities for longer-term growth in both capital and income. The prospects of short-term volatility are consequentially greater.

The investment portfolio will be broadly balanced between equities and non-equities by the use of cash deposits and collective investments exposed to a diversified spread of equities and fixed interest investments. There may be some exposure to other asset classes within such funds.

Investment Restrictions

There are to be no specific investment restrictions.

Investment Management

The trustees have decided not to appoint a discretionary investment manager at this stage but to utilise collective investment funds to achieve diversification. It is felt that at this stage the likely overall value invested does not justify the costs of an external discretionary investment manager.

The investments will be monitored by the Finance Administration Manager, the CEO and the Finance Business Development Committee (FBDC) on a regular basis.

Asset Collective Allocation (excluding cash deposits)

Charitable Investment Funds – 100%

Communication and Review Process

Investment held will be monitored by the Finance Administration Manager and periodically reviewed by the CEO and the FBDC at their meetings 4 times a year.

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Current Cash Assets

Current cash assets continued to be distributed across a number of unconnected banks to ensure the funds are secure and by managing these deposits carefully we have increased income modestly while managing risk.

PLANS FOR FUTURE PERIODS (2021-22)

In order to meet our aims it is essential that Yorkshire MESMAC Group of Services protects current sources of funding and attracts additional and sustainable funding revenues. We know that local authorities' Public Health Budgets are under continuing strain and will continue to be so as a result of Covid-19, taken together with competitive tendering we will need to continue to identify and develop new ways of working and new strategic partnerships/joint ventures local, regionally and nationally.

Covid-19 will continue to have a disproportionate impact on the communities we work with for years to come. Mental health and Wellbeing issues, in particular, have been thrown into stark relief. The Board of Trustees has taken the decision to invest in a strategic role in the organisation that will drive forward our mental health and wellbeing offer and ensure that mental health enjoys a parity of esteem with sexual health across the organisation.

In order to improve the sexual health offer across our area we are committed to working in partnership with clinical colleagues, to improve their offer and widen our own to Most at Risk Populations (MARPS). We know that HIV and STIs are not a static or stable epidemic; as it changes we must react in order to ensure that those at most risk and those in most need are properly served. As new technologies emerge and become financially viable we need to harness them.

Following the success of the IMPACT trial PrEP and effective lobbying PrEP is now routinely available on the NHS. However, not everyone who needs it are accessing PrEP. Therefore, we are committed to taking action that lowers institutional and knowledge barriers to access PrEP and we will redouble our efforts to ensure that women and Black African people in particular have equal access to PrEP.

We are delighted to host workers from the Leeds Gender Identity clinic; we know we can and must do more. Including better training for our people on Trans+ issues. We will continue to work with Trans+ groups across our footprint to increase access and capacity and appropriateness of local services. We look forward to publishing our joint research with The Open University on access to adult gender identity clinical services in England

By maintaining the principles set out in the Information Standard, we are demonstrating our continued commitment to trustworthy health and social care information and we are providing an assurance that our internal processes are 'fit for purpose.'

We have over 30 years' experience working with Most at Risk and marginalised populations. This means we have developed an enormous amount of skill and knowledge working with these communities. We have committed to converting this knowledge and these skills into a programme of training, consultancy and organisational development that will increase the appropriateness, accessibility and acceptability of Sexual Health, Mental Health and Drug and Alcohol services. This work is supported by a dedicated member of staff initially funded through reserves, with the longer-term aspiration of it becoming self-financing and income generating.

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As well as expanding our geographical footprint we will increase the scope and depth of the offer across our present patch. Including improving our mental health offer for Lesbian, Gay Bisexual and Trans+ communities. Underpinning our growth is a commitment to using technology to communicate with and educate our target communities as well as making our services as barrier free as possible for users and potential service users. We will continue to invest in technology and share our learning with other organisations across the sector; including what we have learned from Covid-19 in terms of blended delivery and staff work life balance.

As trustees we are confident that the Charity is an ongoing concern and we look forward to another year, marked by dedication, creativity and high quality delivery.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Yorkshire MESMAC is a company limited by guarantee, first registered on 12th August 1994, number 2958336 and was registered as a charity on 24th August 1994, number 1040407. The company was established under a Memorandum of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1

Recruitment, Appointment and Induction of Trustees

The Directors of the Company are also Charity Trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees (BOT). Potential trustees are recruited via our website, through word of mouth and recommendations, the local voluntary sector volunteer units and recruitment via interested individuals and users of our service plus local relevant press. Health, finance, legal, administrative, personnel, training, strategic planning, safeguarding, local health commissioning and social care skills are represented on the Board of Trustees. The trustees wish to ensure that the makeup of the BOT fully represents the breadth of the communities we serve and is actively recruiting to address this issue. The BOT have also reviewed the skills mix on the board and continue to develop a supportive and effective induction process for new trustees.

Under the requirements of the Memorandum and Articles of Association trustees are formally appointed at the Annual General Meeting, also at every Annual General Meeting one-third of the trustees retire by rotation. The trustees who retire by rotation are those who have been longest in office since their last appointment or reappointment. Other trustees can be appointed throughout the year and have their appointment formalised at the Annual General Meeting.

Our process of trustee appointment and induction is.

Potential new trustees are asked to complete an Expression of Interest form along with our skills mix profile, which are sent to the chair.

The chair then has a discussion with the interested person to explain what the role involves in terms of time and commitment and the skills they can bring to the organisation, and can benefit from in return. This meeting is also to give a potential trustee the tools they need to contribute to the BOT (e.g. explanation of jargon, acronyms), and to discuss any needs they may have to allow them to participate fully in BOT (e.g. childcare, sign language interpreter).

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Potential BOT members receive an information pack and are invited to attend three meetings as observers, this gives them a chance to ask questions and gain an overview of the organisation and their potential role within it.

If a trustee is a returning with less than a gap of three years, they observe at one meeting.

All trustees introduce themselves at the beginning of meetings when there are new people in attendance.

Following attendance at three meetings the BOT make a decision whether to invite the potential trustee to join the BOT, in the case of a returning trustee (see above) the decision can be made after one meeting.

The chair contacts the potential trustee to get their feedback, address any concerns expressed by them or the BOT, clarify the role of the BOT within the organisation and establish if they are still happy to join the BOT.

When new trustees want to visit any projects they make arrangements themselves via contact information given by Senior Management.

Enhanced DBS checks are carried out all trustees, before they are registered as a director at Companies House.

Within one month of joining as a trustee there is a requirement to complete an online Level 1 Safeguarding course, for both Adults and Children.

- This year, a "Buddy" arrangement for new Trustees has been developed, which pairs them with an existing Trustee, who provides practical support, and answers any questions they have for example; about the organisation or specific agenda items. The "Buddy" relationship has no specified end date, and lasts as long as the new Trustee feels it is helpful.

The trustees are kept up to date with the practical work of the charity through their individual involvement in the work of the charity and their committee work. Yorkshire MESMAC has seven regional offices in Bradford, Hull, Rotherham, Leeds, Wakefield, York and Northallerton.

Organisational Structure

Yorkshire MESMAC currently has a Board of Trustees (BOT) of 15 members from a variety of professional and personal backgrounds relevant to the work of the charity. They meet four times a year as a full board and attend a further 4 committee meetings. They are responsible for the strategic direction, policy monitoring and development, employment procedures and proper fiscal oversight of the charity. They review strategic plans for the organisation in line with negotiated contracts in order to ensure that the highest quality services are provided for our target groups. Further aims of the BOT are to maintain an overview of the organisation, to safeguard the values and principles of the organisation.

The Board appoints a Chair, Vice Chair and Treasurer and there is a Lead Safeguarding trustee. The Finance/Administration Manager sits on the BOT as Company Secretary but has no voting rights.

The trustees can appoint one or more committees of three or more trustees to perform any function or duty, which the trustees agree would be better carried out by a committee. At present the three core committees are Finance and Business Development (FBD) Governance (G) and Human Resources (HR). All Committees have a minimum membership of three trustees and one senior staff member.

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Each trustee is member of one committee and the committees report back, via their chair, to the main BOT meetings which are 4 times a year, including the AGM. This allows trustees to have a greater chance to contribute to the governance of the charity.

The Governance Committee leads on the policy review of the organisation, with input from the HR and FBD committees (where appropriate); reviews the organisational Risk Register and is responsible for maintaining the skills audit of the Trustees. The HR Committee has continued to streamline the procedures for recruitment of staff, volunteers and trustees and the Finance and Business Development Committee has continued its work overseeing the financial procedures and funding developments within the organisation.

Annually the BOT has an Away Day to discuss the progress of the Business Development and Strategic plan for the organisation. The Senior Management team are invited join them for the latter part of the meeting.

A scheme of delegation is in place within the organisation and day to day responsibility for the provision of the service rests essentially with the Chief Executive, who has regular 121s with the Chair of the BOT.

The Chief Executive takes responsibility for negotiating contracts, ensuring that contract obligations are met and works closely with the Operations Manager-Human Resources (OM –HR) and the Operations Manager - Technical (OM-T) with relation to staff workload and implementation of agreed work plans and with the Finance/Administration Manager (FAM) on financial management. This group of staff constitutes the Senior Management Team and meets regularly to plan and implement the work of the organisation as a whole.

The two Operations Managers have responsibility for the day to day operational management of Yorkshire MESMAC and the overall management of staff supervision. The OM-HR ensures that the team continues to develop their skills and working practices in line with good practice and the OM-T takes the lead on systems including property and IT infrastructure. The FAM has responsibility for the day to day financial management of organisation and manages the Admin/Finance team.

Given the ongoing development of Yorkshire MESMAC group of services, the trustees in partnership with staff continue to review our aims ensuring that they reflect the needs of our expanding service user groups.

Risk Management

The major risks, to which the charity is exposed, as identified by the Trustees and staff, are managed through the remit of the Committee system which regularly updates the Organisational Risk Register in partnership with the Senior Management Team.

Areas of risk assessed and mitigations put in place include:

- ❖ **Governance**
- ❖ **Operations**
- ❖ **Financial**
- ❖ **External Factors**

Procedures are in place to ensure compliance with Health and Safety of staff, volunteers, service users and visitors to the Yorkshire MESMAC buildings.

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The Serious Incident Policy ensures that any risks are managed effectively, in a timely manner and with the involvement of all senior management, trustees and governing bodies.

The Governance Committee is the main driver of the review of all policies and procedures and ensure that they continue to meet the needs of the charity.

All BOT members and senior staff annually update their declaration of interest forms and all BOT meetings have this as a standing item on the agenda to ensure all potential clashes of interest are highlighted and acted upon.

Fundraising

Yorkshire MESMAC receives donations from members of the public and organisations, as well as legacies and sponsorship. It does not however, employ the services of a professional fundraiser or solicit donations from particular individuals or groups of people at large. Individuals can choose to donate to Yorkshire MESMAC using a donations button on the organisation's websites.

Because of this, the charity has not seen it necessary to undertake to be bound by any voluntary scheme for regulating fundraising or voluntary standard for fundraising in respect of activities on behalf of the charity. Therefore, there have been no failures to comply with such a standard.

Fundraising activities are carried out by persons and organisations on behalf of, but not commissioned by, Yorkshire MESMAC. Generally, these take the form of sponsored activities, charity of the year collections, small scale events etc. Yorkshire MESMAC does not currently monitor these, prior to the funds being handed over.

No complaints have been received by the charity concerning fundraising activities or as far as Yorkshire MESMAC is aware, by any person or organisation contributing funds.

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Statement of responsibilities of the trustees

The trustees (who are also directors of Yorkshire MESMAC for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

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

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

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Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 1st December 2021 and signed on their behalf by

Steve Bridge

Chair

Independent auditors' report
to the Members and Trustees of
Yorkshire MESMAC

Opinion

We have audited the financial statements of Yorkshire MESMAC (the 'parent charitable company') and its subsidiary for the year ended 31 March 2021, which comprise the Consolidated Statement of Financial Activities (including the income and expenditure account), the Balance Sheets of the group and the parent charitable company, the Consolidated Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2021, and of the group's 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 and the Charities Act 2011.

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 group and 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 group's or parent 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 trustees' 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.

Independent Auditor's Report (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we

conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; 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 our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 31, 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 group's and parent 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 group or parent charitable company or to cease operations or have no realistic alternative but to do so.

Independent Auditor's Report (continued)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee

that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect

of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

**Independent Auditor's Report
(continued)**

Catherine Hall FCCA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

Date: **17th December 2021**

Slade & Cooper Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act
2006

Yorkshire MESMAC
Consolidated Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	12,294	1,980	14,274	9,940
Charitable activities:	4	1,451,818	354,419	1,806,237	1,870,593
Other trading activities	5	20,740	-	20,740	43,503
Investments	6	958	-	958	1,251
Total income		1,485,810	356,399	1,842,209	1,925,287
Expenditure on:					
Raising funds	7	9,913	-	9,913	16,892
Charitable activities:	8	1,298,988	236,056	1,535,044	1,752,271
Total expenditure		1,308,901	236,056	1,544,957	1,769,163
Net income / (expenditure) before net gains / (losses) on investments		176,909	120,343	297,252	156,124
Unrealised gains/(losses) on investments		188,234	-	188,234	(72,763)
Net income / (expenditure) for the year	10	365,143	120,343	485,486	83,361
Transfer between funds		-	-	-	-
Net movement in funds for the year		365,143	120,343	485,486	83,361
Reconciliation of funds					
Total funds brought forward		1,553,177	99,057	1,652,234	1,568,873
Total funds carried forward		1,918,320	219,400	2,137,720	1,652,234

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Yorkshire MESMAC
Company number 02958336

Balance Sheets
as at 31 March 2021

		The Group		The Charity	
	Note	2021 £	2020 £	2021 £	2020 £
Fixed assets					
Tangible assets	15	201,899	213,588	201,899	213,588
Investments	16	1,034,923	696,689	1,034,923	696,689
Total fixed assets		1,236,822	910,277	1,236,822	910,277
Current assets					
Debtors	19	114,322	125,078	114,322	132,048
Cash at bank and in hand		852,464	677,715	847,338	666,901
Total current assets		966,786	802,793	961,660	798,949
Liabilities					
Creditors: amounts falling due in less than one year	20	(65,888)	(60,836)	(64,988)	(61,828)
Net current assets		900,898	741,957	896,672	737,121
Total assets less current liabilities		2,137,720	1,652,234	2,133,494	1,647,398
Net assets		2,137,720	1,652,234	2,133,494	1,647,398
The funds of the charity:					
Restricted income funds	22	219,400	99,057	219,400	99,057
Unrestricted income funds	23	1,918,320	1,553,177	1,918,320	1,548,341
Total charity funds		2,137,720	1,652,234	2,133,494	1,647,398

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 40 to 58 form part of these accounts.

Approved by the trustees on **1st December 2021** and signed on their behalf by:

Sue Pascoe (Treasurer)

Yorkshire MESMAC
Consolidated Statement of Cash Flows
for the year ending 31 March 2021

	Note	2021 £	2020 £
Cash provided by / (used in) operating activities	27	323,791	226,476
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		958	1,251
Purchase of tangible fixed assets		-	(1,029)
Purchase of investments		(150,000)	(50,000)
Cash provided by / (used in) investing activities		(149,042)	(49,778)
Increase/(decrease) in cash and cash equivalents in the year		174,749	176,698
Cash and cash equivalents at the beginning of the year		677,715	501,017
Total cash equivalents at the end of the year		852,464	677,715

Notes to the accounts for the year ended 31 March 2021

1 Accounting policies

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

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Yorkshire MESMAC meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Group financial statements

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Yorkshire MESMAC Trading Ltd. on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure account are not presented for the charity itself following exemptions afforded by section 408 of the Companies Act 2006.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

There are no key judgments which the trustees have made which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Notes to the accounts for the year ended 31 March 2021 (continued)

d Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised and refer to the trustees' annual report for more information about their contribution.

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

f Interest receivable

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

g Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Notes to the accounts for the year ended 31 March 2021 (continued)

h Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading and its associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

j Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

k Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Freehold building	2%
Fixtures and Fittings	25%
Computer Equipment	33%
Leasehold improvements	over the lease period

At the date of first time transition to FRS102 (1st April 2014) the trustees have chosen to use an estimate of fair value as the deemed cost of the freehold building. There is no obligation to periodically revalue.

l Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

m Debtors

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

Notes to the accounts for the year ended 31 March 2021 (continued)

n Cash at bank and in hand

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

o Creditors and provisions

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

p Financial instruments

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

q Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 9.

The money purchase plan is managed by Legal and General and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.50% and this is deducted from the investment fund annually. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2021 £
Donations	12,194	1,980	14,174
Legacies	100	-	100
Total	12,294	1,980	14,274
Previous reporting period			
	Unrestricted £	Restricted £	Total 2020 £
Donations	3,260	6,680	9,940
Total	3,260	6,680	9,940

Notes to the accounts for the year ended 31 March 2021 (continued)

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2021 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Bradford MDC	219,996	-	219,996
Hull City Council	450,000	-	450,000
Leeds City Council	161,600	-	161,600
York Teaching Hospital NHS Foundation Trust	250,956	-	250,956
Rotherham NHS Foundation Trust	150,000	-	150,000
Wakefield MDC	156,810	-	156,810
Public Health England	-	33,423	33,423
Other Sundry Grants (below £10k)	100	6,000	6,100
Mental Health & Wellbeing			
Bradford District CCG	-	25,644	25,644
Bradford MDC	-	14,000	14,000
Bradford District NHS Foundation Tst	24,284	-	24,284
Comic Relief	-	42,595	42,595
Other Sundry Grants (below £10k)	6,635	-	6,635
Community Development			
Leeds Older People's Forum	-	27,691	27,691
Big Lottery	-	60,000	60,000
Bradford MDC	-	29,895	29,895
Comic Relief	-	25,637	25,637
Heritage Lottery Fund	-	55,947	55,947
Open University	-	29,439	29,439
Other Sundry Grants (below £10k)	12,000	4,148	16,148
Subtotal for Grants and SLAs	1,432,381	354,419	1,786,800
Fees and Other Income			
Training, consultancy & other	19,437	-	19,437
Total	1,451,818	354,419	1,806,237

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

Previous reporting period

	Unrestricted £	Restricted £	Total 2020 £
Grants and Service Level Agreements			
HIV & Sexual Health			
Comic Relief	-	6,877	6,877
Bradford MDC	219,996	-	219,996
City of York Council	-	2,500	2,500
Hull City Council	500,000	-	500,000
Leeds City Council	161,600	-	161,600
York Teaching Hospital NHS Foundation Trust	254,704	-	254,704
Rotherham NHS Foundation Trust	125,000	-	125,000
Preventx	15,000	-	15,000
Wakefield MDC	156,810	-	156,810
Other Sundry Grants (below £10k)	8,503	8,310	16,813
Mental Health & Wellbeing			
Bradford District CCG	-	25,644	25,644
Bradford MDC	-	19,896	19,896
Bradford District NHS Foundation Tst	24,284	-	24,284
Comic Relief	-	46,637	46,637
Community Development			
Leeds Older People's Forum	-	24,537	24,537
British Council	-	40,706	40,706
Garfield Weston	-	12,000	12,000
Heritage Lottery Fund	-	135,693	135,693
Open University	-	23,300	23,300
The Love Tank CIC	-	12,500	12,500
Other Sundry Grants (below £10k)	16,633	4,690	21,323
Subtotal for Grants and SLAs	1,482,530	363,290	1,845,820
Fees and Other Income			
Training, consultancy & other	24,773	-	24,773
Total	1,507,303	363,290	1,870,593

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

5 Income from other trading activities

	2021 £	2020 £
Rental Income	740	3,045
Commercial Trading Operations		
Yorkshire MESMAC Trading Ltd.	20,000	40,458
	20,740	43,503

All income from other trading activities is unrestricted.

6 Investment income

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

7 Cost of raising funds

	2021 £	2020 £
Commercial Trading Operations		
Trading Subsidiary Direct Costs	9,913	16,892
	9,913	16,892

All expenditure on cost of raising funds is unrestricted.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

8 Analysis of expenditure on charitable activities

	Community Development	HIV & Sexual Health	Mental Health	PASH	Total 2021
	£	£	£	£	£
Staff costs	90,750	806,651	55,371	5,872	958,644
Overheads	27,785	154,644	10,019	-	192,448
Bad Debts	-	-	-	-	-
Project costs	34,962	95,962	16,749	-	147,673
Depreciation	11,689	-	-	-	11,689
Volunteers	6,704	61	-	-	6,765
Governance costs (see note 9)	6,024	42,217	3,749	-	51,990
Support costs (see note 9)	22,931	131,735	11,169	-	165,835
Total	200,845	1,231,270	97,057	5,872	1,535,044

	2021 £	2020 £
Restricted expenditure	236,056	330,619
Unrestricted expenditure	1,298,988	1,421,652
	1,535,044	1,752,271

Previous reporting period

	Community Development	HIV & Sexual Health	Mental Health	PASH	Total 2020
	£	£	£	£	£
Staff costs	151,453	850,791	66,621	11,928	1,080,793
Overheads	39,883	160,491	10,560	3,274	214,208
Bad Debts	-	-	-	-	-
Project costs	13,484	168,313	10,932	28	192,757
Depreciation	11,689	-	-	-	11,689
Volunteers	12,187	979	-	-	13,166
Governance costs (see note 9)	20,938	40,578	2,604	749	64,869
Support costs (see note 9)	24,192	137,437	10,420	2,740	174,789
Total	273,826	1,358,589	101,137	18,719	1,752,271

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

9 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2021 £
Staff costs	Time spent or by floor area	139,030	43,350	182,380
Office costs	Floor area	26,805	-	26,805
Audit fees	Governance	-	4,920	4,920
Accountancy services	Governance	-	3,720	3,720
		165,835	51,990	217,825

Previous reporting period

	Basis of apportionment	Support £	Governance £	Total 2020 £
Staff costs	Time spent	165,377	38,898	204,275
Office costs	Floor area	9,412	-	9,412
Audit fees	Governance	-	4,920	4,920
Accountancy services	Governance	-	3,720	3,720
		174,789	47,538	222,327

10 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2021 £	2020 £
Depreciation	11,689	11,689
Operating lease rentals:		
Property	14,901	31,500
Other	5,760	5,976
Auditor's remuneration - audit fees	4,100	4,100
Auditor's remuneration - accountancy fees	3,100	3,100

Notes to the accounts for the year ended 31 March 2021 (continued)

11 Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	996,989	1,073,489
Social security costs	75,671	81,447
Pension costs	46,992	47,657
Staff related costs	12,503	61,794
Holiday Pay	8,869	20,681
	1,141,024	1,285,068
Allocated as follows:		
Charitable activities	958,644	1,080,793
Support costs	139,030	165,377
Governance costs	43,350	38,898
	1,141,024	1,285,068

No employees have employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed by the group during the period was 52 (2020: 59).

The average full time equivalent number of staff employed by the group during the period was 36 (2020: 38).

The average number of staff employed by the charity during the period was 52 (2020: 59).

The average full time equivalent number of staff employed by the charity during the period was 36 (2020: 38).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, both Technical & HR Operations Managers and the Finance Manager. The total employee benefits of the key management personnel of the charity were £169,586 (2020: £188,617).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or during the year (2020: Nil).

(2020: 4) Members of the management committee received travel and subsistence expenses during the year of £Nil (2020: £1,940).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

Notes to the accounts for the year ended 31 March 2021 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	2020 £
NHS Bradford Districts CCG	25,644	25,644
Bradford District NHS Foundation Tst	24,284	24,284
Bradford Metropolitan District Council	263,891	239,892
City of York Council	-	2,500
York Teaching Hospital NHS Foundation	250,956	254,704
Hull City Council	450,000	500,000
Leeds City Council	161,600	161,600
Wakefield Metropolitan District Council	156,810	156,810
Rotherham NHS Foundation Trust	150,000	125,000
Public Health England	33,423	-
	1,516,608	1,490,434

There were no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity's trading subsidiary Yorkshire MESMAC Trading Ltd. gift aids available profits to the parent charity. Its charge to corporation tax in the year was:

	2021 £	2020 £
UK corporation tax at 19% (2020: 19%)	-	-

Notes to the accounts for the year ended 31 March 2021 (continued)

15 Fixed assets: tangible assets**The charity**

	Freehold Property	Leasehold improvements £	Fixtures & Fittings £	Computer equipment £	Total £
Cost					
At 1 April 2020	230,341	128,847	41,203	5,468	405,859
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 March 2021	230,341	128,847	41,203	5,468	405,859
Depreciation					
At 1 April 2020	46,845	100,823	39,135	5,468	192,271
Charge for the year	5,087	5,696	906	-	11,689
Disposals	-	-	-	-	-
At 31 March 2021	51,932	106,519	40,041	5,468	203,960
Net book value					
At 31 March 2021	178,409	22,328	1,162	-	201,899
<i>At 31 March 2020</i>	<i>183,496</i>	<i>28,024</i>	<i>2,068</i>	<i>-</i>	<i>213,588</i>

There are no fixed assets held by the subsidiary company

16 Investments

	The group		The charity	
	2021 £	2020 £	2021 £	2020 £
Market value at the start of the year	696,689	719,452	696,689	719,452
Additions to investments at cost	150,000	50,000	150,000	50,000
Disposals at carrying value	-	-	-	-
Add net gain/(loss) on revaluation	188,234	(72,763)	188,234	(72,763)
	1,034,923	696,689	1,034,923	696,689
Cash held by investment broker pending reinvestment	-	-	-	-
Market value at the end of the year	1,034,923	696,689	1,034,923	696,689
Investments comprised:				
Listed investments	1,034,923	696,689	1,034,923	696,689
Cash held in the investment portfolio	-	-	-	-
	1,034,923	696,689	1,034,923	696,689

Investments are all carried at fair value and are all traded in quoted public markets. They are accumulation units in funds where investment income within the fund is reinvested in the fund. The increase in value is not shown separately as investment income but becomes part of the net unrealised gains or losses in overall market values of the funds at year end.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

17 Subsidiary undertaking

The Charitable company owns UK subsidiary company Yorkshire MESMAC Trading Ltd., a company registered in England, Co. No. 08432642. The company has no share capital and is limited by guarantee. It has one single member which is the charity Yorkshire MESMAC. The subsidiary is used for non-primary purpose trading activities.

Available profits are gift aided to the charitable company. A summary of the results of the subsidiary is shown below:

Profit and loss account	2021 £	2020 £
Turnover	20,000	40,458
Cost of sales	(14,861)	(34,136)
Administration costs	(913)	(1,486)
Taxation	-	-
Donation to parent charity	(4,836)	(2,917)
 Net profit	 £ (610)	 £ 1,919
 Balance sheet	 2021 £	 2020 £
Fixed assets	-	-
Current assets	5,126	10,826
Creditors due in less than one year	(900)	(5,990)
	£4,226	£4,836
Called up share capital	-	-
Profit and loss account	4,226	4,836
	£4,226	£4,836

18 Parent charity

The parent charity's gross income and the results for the year are disclosed as follow:

	2021 £	2020 £
Gross income	1,832,907	1,906,476
Result for the year	486,097	81,442

Notes to the accounts for the year ended 31 March 2021 (continued)

19 Debtors

	The group		The charity	
	2021	2020	2021	2020
	£	£	£	£
Grants receivable	-	-	-	-
Trade debtors	57,844	56,674	57,844	56,674
Other debtors	12,500	36,704	12,500	36,704
Prepayments and accrued income	43,978	31,688	43,978	31,688
VAT	-	12	-	-
Amts due from group undertakings	-	-	-	6,982
	<u>114,322</u>	<u>125,078</u>	<u>114,322</u>	<u>132,048</u>

20 Creditors: amounts falling due within one year

	The group		The charity	
	2021	2020	2021	2020
	£	£	£	£
Short term compensated absences (holiday pay)	29,550	20,682	29,550	20,682
Other creditors and accruals	36,338	33,054	35,438	32,154
Deferred income	-	7,100	-	8,992
	<u>65,888</u>	<u>60,836</u>	<u>64,988</u>	<u>61,828</u>

21 Deferred income

	The group		The charity	
	2021	2020	2021	2020
	£	£	£	£
Deferred income brought forward	7,100	50,000	8,992	50,000
Released to income	(7,100)	(50,000)	(8,992)	(50,000)
Deferred in the current year	-	7,100	-	8,992
	<u>-</u>	<u>7,100</u>	<u>-</u>	<u>8,992</u>

Income has been deferred due to money being received for consultancy in advance of delivery.

Notes to the accounts for the year ended 31 March 2021 (continued)

22 Analysis of movements in restricted funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Charitable Activities					
HIV & Sexual Health					
P Easy	-	6,000	-	-	6,000
Gypsy Traveller Work	-	33,423	(3,155)	-	30,268
York LGBTQ Youth	1,677	-	(1,677)	-	-
Mental Health & Wellbeing					
Living Well	14,302	25,644	(23,465)	-	16,481
Counselling Donations	10,588	600	-	-	11,188
CR - Men's Total Health	25,465	42,595	(37,302)	-	30,758
Bradford Suicide Prevention	-	14,000	(14,000)	-	-
Community Development					
All Covid	-	10,000	(10,000)	-	-
Bradford Covid Prevention	-	10,000	(2,689)	-	7,311
Bradford OPDG	8,104	19,895	(19,723)	-	8,276
Erasmus 19-20	30,324	-	6,420	-	36,744
Comic Relief Recovery Fund	-	25,637	(19,817)	-	5,820
Healthy Communities	-	50,000	(220)	-	49,780
Leeds Older People's					
Forum - Time to Shine	15,006	27,691	(31,322)	-	11,375
Time to Shine donations	-	1,305	-	-	1,305
Love Tank	10,227	-	(10,227)	-	-
Nova - Wakefield	-	1,198	(1,198)	-	-
Open University	-	29,439	(29,295)	-	144
Heritage Lottery Fund	(24,985)	55,947	(30,962)	-	-
Queer Stories Donations	8,349	75	(7,024)	-	1,400
Sundry small grants	-	2,950	(400)	-	2,550
Total	99,057	356,399	(236,056)	-	219,400

Notes to the accounts for the year ended 31 March 2021 (continued)

22 Analysis of movements in restricted funds cont.

Previous reporting period

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
Charitable Activities					
HIV & Sexual Health					
HIV in the UK Digital	2,788	6,877	(9,665)	-	-
Wakefield MDC					-
- Trans engagement	760	-	(760)	-	-
PrEPster	-	8,310	(8,310)	-	-
York LGBTQ Youth	-	2,500	(823)	-	1,677
Mental Health & Wellbeing					
Living Well	14,006	25,644	(25,348)	-	14,302
Counselling Donations	9,276	6,111	(4,799)	-	10,588
CR - Men's Total Health	19,967	46,637	(41,139)	-	25,465
Bradford OPDG	-	19,896	(11,792)		8,104
Community Development					
Erasmus 18-19	9,398	1,855	(11,253)	-	-
Erasmus 19-20	-	38,851	(8,527)		30,324
GEO Advonet	-	4,690	(4,690)	-	-
Leeds Older People's				-	-
Forum	16,023	24,537	(25,554)	-	15,006
Love Tank	-	12,500	(2,273)		10,227
Open University	-	23,300	(23,300)	-	-
Heritage Lottery Fund	(8,292)	135,693	(152,386)	-	(24,985)
Queer Stories Donations	(4,220)	12,569	-	-	8,349
Total	59,706	369,970	(330,619)	-	99,057

Notes to the accounts for the year ended 31 March 2021 (continued)

22 Analysis of movements in restricted funds cont.

Name of restricted fund	Description, nature and purposes of the fund
HIV & Sexual Health	
P Easy	To address high rates of gonorrhoea in Black Caribbean men across London and Hull.
Gypsy Traveller Work	To improve sexual health outcomes for Gypsy and Traveller women within the City and Vale of York.
York LGBTQ Youth	To support LGBTQ* youth in York through the provision of peer support groups and 121 sessions
Mental Health & Wellbeing	
Living Well Project	Bradford CCG grant funding for promoting social wellbeing for LGBT+ people living in the Bradford District.
Counselling donations	Individual donations made to the counselling service.
CR - Men's Total Health	3 year project for GBT+ young men to boost self esteem and confidence through workshops encouraging physical activity.
Bradford Suicide Prevention	NHSE Preventing Suicide: LGBTQI+ communities living in the Bradford District.
Community Development	
All Covid	For the alleviation of financial hardships faced by PLWH in Bradford and Wakefield due to COVID.
Bradford Covid Prevention	COVID test and trace in vulnerable populations of Bradford.
Bradford OPDG	Day opportunities for older people in Bradford.
Erasmus	Grant provided through the Erasmus higher education exchange programme for staff and organisational development.
Comic Relief Recovery Fund	To address increased isolation as a result of COVID through digital engagement and counselling.
Healthy Communities	To reduce early deaths among marginalised communities by addressing causal structural inequalities.
Leeds Older People's Forum	Grant from the Ageing Well programme and administered by Leeds Older People's Forum to develop opportunities for older LGB&T* people in Leeds who are experiencing social isolation.
Love Tank	PHE Reproductive Health, Sexual Health and HIV Innovation Fund 2019-20 title Long Time No Syphilis Phase 11
Nova - Wakefield	Live Well Wakefield - Coronavirus Resilience Grant
Open University	The Integrating Care for Trans Adults (ICTA) project aims to improve NHS health care for trans (including non-binary) adults.
HLF Heritage Lottery Fund – Queer Stories	will celebrate LGBTQ+ cultures and communities in West Yorkshire by collecting Oral History Testimonies and material heritage, creating interactive elements like artworks, resources, tours and workshops inspired by these materials.
Deficits on funds are to be met by future income from the funder. Transfers out have been made to fund work that is covered by the original agreement or where the funder has agreed that it can be utilised elsewhere.	

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

23 Analysis of movement in unrestricted funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	1,320,611	1,674,044	(1,308,901)	(72,218)	1,613,536
Designated property	211,520	-	-	(10,783)	200,737
Training & comms coordinator	21,046	-	-	(6,999)	14,047
Mental Health &	-	-	-	90,000	90,000
	<u>1,553,177</u>	<u>1,674,044</u>	<u>(1,308,901)</u>	<u>-</u>	<u>1,918,320</u>

Previous reporting period

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	As at 31 March 2020 £
General fund	1,242,107	1,482,554	(1,414,833)	10,783	1,320,611
Designated property	222,303	-	-	(10,783)	211,520
Systems Manager	2,938	-	(2,938)	-	-
Training & comms coordinator	29,319	-	(8,273)	-	21,046
Safeguarding audit	12,500	-	(12,500)	-	-
	<u>1,509,167</u>	<u>1,482,554</u>	<u>(1,438,544)</u>	<u>-</u>	<u>1,553,177</u>

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Designated property	The current book value of property and leasehold improvements.
Systems Manager	To support the employment of a part time senior manager responsible for systems for a period of 2 years.
Training & comms coordinator	To ensure that all Yorkshire MESMAC's contracted training obligations are met, widen the training offer, increase the reputation of Yorkshire MESMAC in the sector and in the longer term generate income.
Safeguarding audit	To commission an external review of safeguarding practices and policies through the organisation to ensure all are robust and fit for purpose.
Mental Health & Wellbeing	To fund a Mental Health & Wellbeing post to develop our Mental Health and Wellbeing services starting April 2021 onwards.

Yorkshire MESMAC

Notes to the accounts for the year ended 31 March 2021 (continued)

24 Analysis of group net assets between funds

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,162	200,737	-	201,899
Fixed asset investments	1,034,923	-	-	1,034,923
Net current assets/(liabilities)	577,451	104,047	219,400	900,898
Total	1,613,536	304,784	219,400	2,137,720
Previous reporting period				
Tangible fixed assets	2,068	211,520	-	213,588
Fixed asset investments	696,689	-	-	696,689
Net current assets/(liabilities)	621,854	21,046	99,057	741,957
Total	1,320,611	232,566	99,057	1,652,234

25 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for

	Property		Equipment	
	2021 £	2020 £	2021 £	2020 £
Less than one year	36,651	14,901	5,760	5,760
One to five years	42,901	23,302	3,600	9,360
	79,552	38,203	9,360	15,120

There are no leases held by the subsidiary company.

26 Contingent assets

As at the year end the charity has been notified of a legacy the value of which is uncertain but is unlikely to exceed £25,000. The legacy has not been recognised in the accounts.

27 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income / (expenditure) for the year	297,252	156,124
Adjustments for:		
Depreciation charge	11,689	11,689
Loss/(profit) on sale of fixed assets	-	-
Dividends, interest and rents from investments	(958)	(1,251)
Decrease/(increase) in debtors	10,756	104,654
Increase/(decrease) in creditors	5,052	(44,740)
Net cash provided by / (used in) operating activities	323,791	226,476