

HEADS ON

England & Wales · Charity number 1051736

Details

Other names	SUSSEX PARTNERSHIP NHS TRUST CHARITIES
Status	Registered
Legal form	Other
Registered	1996-01-03
Register	View on the Charity Commission register

Contact

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Website	http://www.headsoncharity.org/home/index.html

Activities

Objects: SEE INDIVIDUAL CONSTITUENTS

Activities: At Heads On we do everything we can to make things better for the people who come to Sussex Partnership for help, by providing funding for special projects, patient and family support, pioneering research and the transformation of your local mental health hospitals into more comfortable and welcoming environments.

Classification

- **How:** Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£585,705	£666,252	£1,510,575	0
2024-03-31	£468,593	£762,348	-	-
2023-03-31	£460,439	£525,708	-	-
2022-03-31	£1,901,922	£903,884	£1,939,120	4
2021-03-31	£496,474	£390,339	-	-

Trustees

Name	Role	Appointed
SUSSEX PARTNERSHIP NHS FOUNDATION TRUST		

Linked charities

- SUSSEX PARTNERSHIP NHS TRUST CHARITY (1051736-1)
- EACH AMBERSTONE HOSPITAL CHARITY (1051736-10)
- EACH HEATHFIELD COMMUNITY BASE CHARITY (1051736-11)
- EACH UCKFIELD HOSPITAL CHARITY (1051736-12)
- EACH PALLIATIVE CARE CHARITY (1051736-13)
- EACH LEARNING DISABILITIES CHARITY (1051736-14)
- EACH CROWBOROUGH HOSPITAL CHARITY (1051736-15)
- EACH HAILSHAM COMMUNITY NURSING CHARITY (1051736-16)
- SUSSEX PARTNERSHIP NHS TRUST MENTAL HEALTH CARE CHARITY (1051736-17)
- EACH UCKFIELD DISTRICT NURSES CHARITY (1051736-18)
- EACH SAFFRON LODGE CHARITY (1051736-19)
- EACH EASTBOURNE DISTRICT NURSES CHARITY (1051736-2)
- SUSSEX PARTNERSHIP NHS TRUST HOMEFIELD PLACE CHARITY (1051736-20)
- EACH PHYSIOTHERAPY CHARITY (1051736-21)
- EACH COMMUNITY DRUGS TEAM CHARITY (1051736-22)
- EACH SEAFORD COMMUNITY HEALTH CHARITY (1051736-23)
- EACH SEAFORD DAY HOSPITAL CHARITY (1051736-24)
- EACH MILLWOOD CHARITY (1051736-25)
- SUSSEX PARTNERSHIP NHS TRUST ROBOROUGH DAY HOSPITAL CHARITY (1051736-26)
- SUSSEX PARTNERSHIP NHS TRUST GROVE HOUSE (ELDERLY MENTAL HEALTH) CHARITY (1051736-27)
- EACH PAEDIATRIC DEVELOPMENT UNIT CHARITY (1051736-28)
- EACH FIRWOOD HOUSE CHARITY (1051736-29)
- EACH BEECHWOOD CHARITY (1051736-3)
- THE SUSSEX PARTNERSHIP NHS TRUST (EXPENDABLE FUNDS) COMMON INVESTMENT FUND (1051736-30)
- EAST SUSSEX COUNTY HEALTHCARE GENERAL FUND CHARITY (1051736-31)
- SUSSEX DOWNS & WEALD GENERAL FUND CHARITY (1051736-32)
- EASTBOURNE DOWNS GENERAL FUND CHARITY (1051736-33)
- HILL RISE DAY CENTRE CHARITY (1051736-34)
- LEARNING DISABILITY SERVICE (1051736-35)
- PATIENTS WELFARE CHARITY (1051736-36)
- NEWHAVEN CMHT (1051736-37)
- BEXHILL CMHT CHARITY (1051736-38)

- FIRWOOD REHABILITATION CHARITY (1051736-39)
- EACH OCCUPATIONAL THERAPY CHARITY (1051736-4)
- LEWES COMMUNITY NURSES CHARITY (1051736-40)
- FAMILY PLANNING CHARITY (1051736-41)
- CHILD HEALTH CHARITY (1051736-42)
- STAFF FUND CHARITY (1051736-43)
- LEWES VICTORIA HOSPITAL CHARITABLE FUND (1051736-44)
- MEADOW LODGE CHARITABLE FUND (1051736-45)
- NEWHAVEN REHABILITATION CENTRE CHARITY (1051736-46)
- SCOTT UNIT CHARITY (1051736-47)
- SUSSEX PARTNERSHIP NHS TRUST DRUG DEPENDENCY CHARITY (1051736-48)
- THE BERG FUND FOR THE ELDERLY (1051736-49)
- EACH HIGHMORE CHARITY (1051736-5)
- EACH GRANGEMEAD CHARITY (1051736-6)
- EACH VOLUNTEERS CHARITY (1051736-7)
- EACH GROVE HOUSE (COMMUNITY HEALTH) CHARITY (1051736-8)
- SUSSEX PARTNERSHIP NHS TRUST MILTON COURT CHARITY (1051736-9)

HEADS ON

England & Wales - Charity number 1051736

Accounts



Sussex Partnership NHS Foundation Trust's Charity

Annual Report and Financial Statements

For the year ended 31 March 2025

Charity Registration Number: 1051736

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of Sussex Partnership NHS Foundation Trust 03**

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Fit for the Future:

our commitment to improve health equity for people with severe mental illness



**Message from the Chair and Chief Executive Officer of Sussex Partnership NHS Foundation Trust
Sean Duggan, OBE and Dr Jane Padmore**

Heads On turned 10 this year, marking a decade of the charity supporting innovation and change in Sussex Partnership NHS Foundation Trust (SPFT). From programmes that supported service transformation by people with complex learning disabilities, to testing the role of AI in predicting inpatient length of stay, piloting co-produced group programmes for young people on neurodevelopmental waiting lists or research on the role of nature in mental health recovery, Heads On's track record tells a story of improvement with the voice of people with lived experience at its heart.

A decade on from Heads On's launch, the NHS is undergoing a period of unprecedented transformation and challenge as we work to develop a health service that can truly meet the needs of our communities. The Darzi Report set out in stark relief the challenges facing today's NHS and the NHS 10 Year Health Plan: fit for the future makes clear that standing still is not an option.

Against this backdrop, is the harsh reality that mental health is the leading cause of disability in the UK, with people with severe mental illness dying 15-20 years before the rest of the population. It is an unacceptable reality for far too many and our priority over the last 12 months has been to carefully determine where Heads On's strategic focus should be for the next five years as SPFT's NHS charity partner.

Heads On's 2025 - 30 strategy; Disrupting Inequity in Mental Health Care, brings a single-minded approach to the charity's work as we strive to reduce this mortality gap. Our vision is a world in which people with severe mental illness and/or a learning disability are optimistic about the future and confident in their ability to manage their health. Our three core objectives of Equity through Innovation; Building Blocks of mental health and Creative Recovery all have an evidenced contribution to make to improving health equity for people with severe mental illness.

Heads On has laid strong foundations already, with the charity's work in 2024/25 cementing this approach. The Fatboy Slim DJ Workshop Programme and Living Histories are a testament to the value that creative recovery can bring to mental health recovery, building on Heads On's Make Your Mark which has delivered arts and health programmes

over the last decade. The charity's support of the Patient Carer Race Equality Framework builds on our programme of race equality work since the pandemic, tackling the role that racism plays in health and health outcomes. Take A Leap centres the voice of neurodivergent young people in the development of programmes to support children in developing neuro-affirming identities and reducing the risk of severe mental illness not just in childhood but later in life. These programmes sit alongside our continuing commitment to support those small initiatives that improve day to day life in services, this year investing £140k in projects that simply make life better.

The NHS 10 Year Health Plan sets out 3 radical shifts: hospital to community, analogue to digital and sickness to prevention. As Sussex Partnership's NHS charity partner Heads On has a key role to play in all three, supporting us to not just do things differently but to think differently. Whether Heads On is focusing on digital or prevention, the common thread running through our work is placing the voice of lived experience at its heart - it is our greatest strength because only by amplifying the voices of those facing the greatest barriers to their recovery will we achieve our outcomes together.

Our sincere thanks to all those who have supported us on our journey, we simply could not do it without you.

Sean Duggan, OBE

Chair of Sussex Partnership NHS Foundation Trust and the Charitable Funds Committee

Dr Jane Padmore (RMN)

Chief Executive Officer, Sussex Partnership NHS Foundation Trust

**"the
common
thread
running
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of lived
experience
at its heart"**



Message from the Charity Director

Rachael Duke

It is never easy saying no in the NHS. As a health service “It works at the limits of science – bringing the highest levels of human knowledge and skill to save lives and improve health.”¹

When we are working to save lives, yes is woven into our DNA.

Yet when we developed Heads On’s new 2025-30 strategy, it became clear that saying yes to everything was no longer an option. We needed to refocus our efforts, concentrating our work on those who face the biggest barriers to recovery, because in lifting up those who face the greatest disadvantage, everyone benefits.

Disrupting Inequity in Mental Health Care is our response to this, which will see us focus on reducing the mortality gap faced by people with severe mental illness for at least the next five years. For everyone supported by Heads On, we will increase their confidence in managing their mental health, improve their quality of life or increase their social connections. All three of these outcomes have an important and evidenced role to play in reducing the mortality gap.

Our three objectives of Equity through Innovation, Building Blocks of social and economic determinants of mental health and Creative Recovery have the greatest potential to achieve our outcomes, underpinned by our fundraising and grantmaking, research and profile. These objectives were developed through consultation with our colleagues in Sussex Partnership NHS Foundation Trust (SPFT), with service users and carers and through feedback from our Voluntary Sector partners.

Sitting alongside our new strategy, and essential to its successful delivery, has been our development of a new impact evaluation framework. By evidencing the impact of our work on people, NHS services and service use, we will influence not only the future focus of Heads On but also the future direction of Sussex Partnership as it strives to achieve its own strategy Improving Outcomes Together. Our new website, developed during 2024/25 and launching in autumn 2025 will improve access to our work, enabling people to get involved in our programmes and participate in fundraising and volunteering, which are essential to our success.

As we move forwards into this next stage of Heads On’s development we have thought carefully about what we are here for, and listened hard to the voices of the people who we support.

Making life better is at the core of Heads On. We deliver programmes that get the right support to people who face the biggest barriers to mental health recovery, so that their mental health becomes a part of their life and not their whole life.

Our huge thanks to everyone who shares our commitment to making life better. Who enables us to work at the limits of science. Who is committed to pushing the boundaries of what good mental healthcare looks like. Thanks to you, we are saving lives.

Rachael Duke
Charity Director

¹ NHS Constitution

Charity Objectives & Activities



Heads On is governed by a Declaration of Trust and exists to support any charitable purpose or purposes relating to the National Health Service and particularly the Mental Health Sector that would not normally be covered by main NHS funds. We are the official charity of Sussex Partnership NHS Foundation Trust and a member of NHS Charities Together.



Heads On's vision is a world where people with severe mental illness are optimistic about the future and confident in their ability to manage their health. Our purpose is to drive innovative and evidence-based solutions that promote recovery, increase health equity and facilitate inclusive access to NHS mental healthcare.

To achieve this, we develop, fundraise for and deliver projects that bring greater confidence in managing their mental health, improved quality of life and increased social connections to everyone we support. To ensure Heads On can react swiftly to emerging needs, the Charity pay particular attention to ensuring continuing unrestricted donations.

We work tirelessly to enhance NHS services through charitable giving, in accordance with our charitable objects, paying due regard to guidance from the Charity Commission. We pride ourselves on fundraising consciously, by making sure donations truly add value to service users' experience and all expenditure is carefully considered.

Trustees award grants to projects delivered by Sussex Partnership NHS Foundation Trust and external partners in accordance with published funding programmes and unsolicited applications are not accepted.

The monies required to support our work are secured through fundraising from our local communities, charitable trusts and foundations, individual donors, corporate sponsors and from grant making bodies.

Our parent NHS Trust, Sussex Partnership, provides mental health, learning disability and neurodevelopmental services to people living in South-East England. Its services are for children, young people, adults of working age and older people.

The Trust provide care in a range of locations including people's own homes, specialist clinics, hospitals, low and medium secure units and GP surgeries.

Sussex Partnership is passionate about research and aims to put it at the core of everything they do to continually improve clinical care. The Trust is a member of the [University Hospital Association](#) and part of the [Sussex Health and Care](#) integrated system.

Review of the Year

Achievements and Performance



During 2024/25 we reviewed our work over the last 5 years and developed Heads On's new strategy for 2025-30; laying the foundations for a new way of working alongside Sussex Partnership. This work has taken place alongside the delivery of key projects including Take A Leap and Living Histories, the development of our approach to Creative Recovery in East Sussex linked to the new Combe Valley Hospital and our continuing commitment to making day to day life in services better.

Developing our New Strategy:

Disrupting inequity in mental healthcare

Heads On has invested £2.3m since 2020 in programmes that support people to stay well in their communities, reaching over 6,000 beneficiaries and achieving impacts including improved mental and physical wellbeing, reduced isolation, improved family support and reduced hospital admissions. We are proud of everything we achieved both during the Covid-19 pandemic and its aftermath.



At the same time, in a period of huge change and challenge in the NHS, it was clear that in developing our new strategy we needed to focus on our unique relationship with Sussex Partnership and our shared ambitions for high quality care, delivered in partnership, where we improve every day, because as a small charity we need to focus our support on the areas where we can have the greatest impact. These ambitions align to our skills, expertise, resources and potential for charitable funding.

Our new strategy was co-produced with service users, staff and partner organisations. It represents the richness of what were asked to do, whilst at the same time focusing on the needs of those who need us most: the unacceptable mortality gap faced by people with severe mental illness. As we work to implement our strategy, we have a real and urgent focus to our work, taking an unashamed and single-minded approach to everything we do.

Within this, we must shift our fundraising to enable longer term growth in unrestricted income to support new programmes including Creative Recovery across our community services with in-reach into inpatient services. In 2024/25 we have started testing the shift, particularly in our fundraising events where we have stopped running own events in favour of a wider partnership programme.

Our Theory of Change sets out what we hope to achieve through delivering the strategy.

Our 2025–30 Strategy

An overview

Our vision

A world where people with severe mental illness are optimistic about the future and confident in their ability to manage their health

Our shared strategic ambitions with Sussex Partnership

Deliver high quality care consistently

Be a good partner

Improve everyday

Our objectives

Equity through innovation

Driving solutions that disrupt health inequalities, reducing the mortality gap for people with severe mental illness and learning disabilities.

Building blocks

Tackling the unequal social and economic determinants of mental health in housing, finances and access to work.

Creative recovery

Building confidence, quality of life and social connection through the arts, nature, sport and food & nutrition.

Our enablers

Underpinning our work to achieve our impact objectives

Income generation

Grant making & programme delivery

Research

Enhancing our reputation and celebrating impact

Theory of Change

Need

Mental health is the leading cause of disability in the UK. People with either severe mental illness or learning disabilities die 15 to 20 years before the rest of the population.

Vision

A world where people with severe mental illness are optimistic about the future and confident in their ability to manage their health.

Purpose

We drive innovative and evidence-based solutions that promote recovery, increase health equity, and facilitate inclusive access to NHS mental healthcare.

Inputs

- Staff
- Partners
- Capital
- Evidentiary techniques
- Tech
- Data
- Comms
- Ownership & buy-in from SPFT
- Time
- Meeting space

Activities

- Grants programmes
- Research
- In-person events/ workshops
- Participation in community fundraising
- Innovation and improvements
- Kit, equipment & capital works
- Programme delivery
- Creative recovery interventions

Outputs

- Number of programmes created
- Number of people reached
- Number of projects scaled up

Outcomes

- Greater confidence in managing mental health
- Improved quality of life
- Increased social connections

Impact

- Improved life expectancy for people with severe mental illness or learning disabilities

Creative Recovery

Since its inception, Heads On has invested heavily in creative recovery projects across Sussex Partnership, particularly in the arts through the Heads On Make Your Mark programme. Now is the time to deepen this work.

Heads On's Creative Recovery programme aims to build confidence, quality of life and social connection through the arts, nature, sport and food & nutrition. Our work in 2024/25 has been to develop our approach to Creative Recovery with particular focus on what this will look like in East Sussex with the new Combe Valley Hospital. This has resulted in the Nature Recovery Trail for the hospital, which is currently under funder consideration and sees us working in partnership with the De La Warr Pavilion, Recovery Partners, Circle of Life Rediscovery and Natural England.

Alongside development of new programmes, 2024/25 has seen real success within our existing programmes, with the Fatboy Slim DJ Workshop Programme shining a spotlight on the role that creative recovery can play alongside clinical care and Living Histories providing vital insight into how patients and staff experience services.



Fatboy Slim DJ Workshop Programme

2024/25 saw the launch of the first year of the Fatboy Slim DJ Workshop Programme, following successful pilot workshops in 2022.

Thanks to the generous support of Norman Cook, aka Fatboy Slim, we are now halfway through a 2-year programme which has provided 30 workshops in community venues and inpatient settings to date. People across Sussex, aged between 23 and 58, with schizophrenia, personality disorders, bipolar and eating disorders, have become part of the programme, revelling in the joy and excitement of music and performance, as well as the hands-on coaching and advice of Norman Cook.

The first year of the programme culminated in Sound Minds, an evening of live performance featuring workshop participants, rapper Gramski and headliner Fatboy Slim.



“Being part of the Fatboy DJ Workshops has been an incredibly moving experience. Watching participants – many of whom have faced significant mental health challenges – discover the joy of mixing music and expressing themselves creatively, has been truly inspiring. Music has played a vital role in my own mental health journey, and it’s a privilege to share that healing power with others.”

“My favourite part is starting with someone I’ve not met before and the first question is not ‘what’s wrong with you?’ it’s ‘what music do you like?’ and so we bond over music.”

Norman Cook

Fatboy Slim DJ Workshop Programme

Case Study

Jess Button is a 38-year-old musician from Sussex. She has Schizo-affective disorder a mental health condition characterised by a combination of schizophrenia and mood disorder symptoms, as well as bipolar disorder.

Jess has become a successful writer, drummer and DJ, taking part in the Fatboy DJ workshops.

"The music workshops have changed my life by having such a positive impact on my mental health. Learning how to DJ has given me confidence and allowed me to concentrate my mind on a complex skill taking away my stresses of daily life.

Music elevates my life and makes me happier from within, it's truly magical.

I am a drummer and so I jumped at the chance in order to learn how to DJ.

While I was in a mental health hospital there was no drum kit, so I started to write poetry as I found the rhythm relaxed my mind. It helped me to make sense of what I was going through - combining the beat of the words to rhythms in my mind, similar to drumming.

I wrote two books while I was a patient at the Priory. The Priory Princess was the first one and later I wrote Paradise Island - this relates to a development in my life where I got out of my hell and tried to recover from my traumas.

Fatboy Slim kindly wrote on the back cover of my book Paradise Island saying that I prove that recovery in mental health is possible.

I think that combining writing, drumming and DJing has really helped me in my recovery. Now I just need to keep believing in myself and trusting music as a healing tool. I hope others can do this too.

Learning to DJ from Fatboy Slim has been one of the biggest joys of my life. I didn't foresee this at all and I hope to continue on this music path to help my mental health."



Living Histories

Living Histories is one of Heads On's largest current programmes, documenting the whole life stories of people who have used and/or worked in NHS mental health services following the closure of the old asylums up to and including the Covid-19 pandemic. Following confirmation of funding in 2023/24, this year our focus has been in collecting 35 oral histories from both staff and service users that tell the story of the impact of this important period in the history of mental health services.

As the first NHS mental health trust charity in the country to undertake such a programme, it has been rich in learning, both within the practical processes and systems needed to support oral history in mental health and in the content of the stories themselves.

We completed story collection in Spring 2025 and are now creating exhibitions and permanent archives for the work, with the launch of public exhibitions planned for February 2026.

Living Histories is testament to both Heads On and Sussex Partnership's commitment to improve everyday, by centring the voice and experience of service users at the heart of our work to inform how we do things differently in the future.



"So, in a way, it's made me think more about, who's on the bus that I'm on and who's walking down the street and who am I being served at the supermarket by and all sorts of things and just not knowing, really what people are going through, but this has been a reminder that people do and are."

(Volunteer)

Take A Leap

**A partnership between
Heads On, Sussex
Partnership CAMHS,
Amaze, Aspens and
NHS Sussex**

In autumn 2024 Heads On was awarded NHS Charities Together's Innovation Challenge for Take A Leap (formerly known as This Is Me), co-producing and piloting an innovative group programme for young people on neurodevelopmental assessment waiting lists transitioning from primary to high school without a diagnosis.

The programme was developed in response to the huge national increase in young people being referred for neurodevelopmental assessment, and the length of our waiting lists in Sussex Partnership, recognising that essential to prevention of future mental health difficulties is support for people to develop neuro-affirming identities around diagnosis.

Take A Leap has been co-produced at every stage, developing a programme whose content was designed by neurodivergent young people reflecting on primary and secondary school, with all sessions delivered during the Summer 2025 term by neurodivergent facilitators in primary schools taking part in Partnerships for Inclusion of Neurodiversity in Schools in Sussex, and now subject to evaluation led by a neurodivergent assistant psychologist.

Although full evaluation will be published early in 2026, early indicators are that the programme has been hugely successful and we are working to ensure its future sustainability.



Take A Leap

Children & Young People

"I felt scared when I first did this a couple of weeks ago, but now I feel confident and excited"

"The teachers would be proud"

"I feel pretty confident about what skills I have and what I need"

masking + social pressure → situational masks
→ having to be different versions of self
→ fitting in

sensory safe spaces → often not carved out or specific spaces
e.g. staff offices or detention spaces

preventative vs. reactive support → intervention at point of crisis/burnout rather than consistent through journey

learning styles and approaches → would have helped to understand not everyone learns in same way

Lack of affirmative/strengths based → more focus on difference/difficulties
teachers trained
- quite better



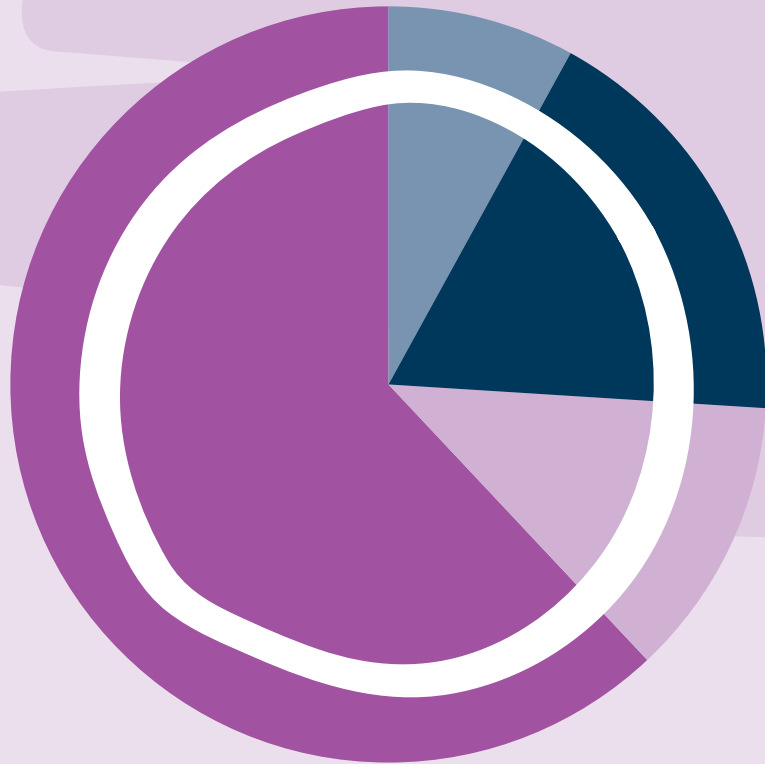
Parents

"She seems a lot more confident in her uniqueness and less worried about what others think of her"

"He used his voice more and has even spoken in lessons which was encouraged during the programme"

"The programme has helped as secondary school has been one less thing to worry about and he feels confident about going there"

Over the last 12 months we have:
Awarded £140,000 in grants to improve day to day life for staff and patients including:



Creative recovery

62%

Enabling participation in groups & workshops

12%

Kit and equipment

18%

Improving the therapeutic environment

8%

Service Users and Clinicians told us:

Creative Recovery

Hellingly Summer Festival:

"Patients really enjoyed it, lots of music food and fun had by everyone. Allowing social event and summer activity"

Enabling Participation in Groups & Workshops

Nature based therapy in learning disability services for young people:

"The grant received to support the initiation of nature-based therapy for our learning disability team has profoundly impacted the lives of our young people and their families in numerous ways. This innovative approach has provided a unique and therapeutic environment that fosters physical, emotional, and social well-being. It has allowed our young people to engage with the natural world, encouraging personal growth, enhancing their sensory experiences, and offering new avenues for learning and development. Families have also benefited by observing positive changes in their loved ones and having the opportunity to participate in shared activities that strengthen their bonds. The grant has enabled us to create a supportive community, enriching the lives of those we serve and promoting overall health and happiness."

"Spending extended time together outdoors has allowed us to observe the children in a more natural setting and understand their needs, strengths, and challenges in a way we wouldn't have been able to otherwise. This has already helped us to improve how we support families in other areas of our work. We know the project has made a difference through the strong attendance, ongoing engagement, and the warm, trusting relationships that have developed as a result of these sessions."



Service Users and Clinicians told us:

Kit and Equipment

Laptop for Perinatal service user:

"Our service user has told me that this is going to offer her the chance to further her mental health recovery as she can now access on line support– as well as get back to work– and she is booking an on line first aid course to assist her with this.

Without this support the recipient would not have been able to access a laptop– and has asked me to pass on her heartfelt thanks!"

Bedding & kitchenware for service users in temporary and emergency accommodation:

"A huge difference and a start up for our patients, to make their home feel like a home."



Improving the Therapeutic Environment

Sports kit for wards:

"This table tennis table is used every day by patients on the ward and is without doubt the most popular activity."

Looking to the Future



As we reflected on everything Heads On has achieved during the last 5 years to develop our new 2025–30 strategy, it has been important to note the real strengths of Heads On and what has contributed to our most impactful work.



A strong relationship with Sussex Partnership has been and continues to be essential, ensuring our programmes are strategically aligned and focused on where Heads On can add real value to how people experience NHS mental health services.

Our focus on innovation enables Sussex Partnership to explore and test at a time when NHS budgets can make it very challenging to bring about significant change. Co-production is at the core of everything we do; when our work is developed, delivered and evaluated by people with lived experience we are at our best. Partnerships across the voluntary sector, arts, sports and academia bring expertise, experience and a fresh perspective; we can act as a conduit and enabler between the NHS and the voluntary sector and have the potential to do more.

At the same time, we need to develop a funding model that can respond to our focus on health inequalities and enable our commitment to develop and embed programmes including Creative Recovery across our services. We have a strong track record of securing large grant funding and must build on this, whilst also diversifying our fundraising portfolio and growing unrestricted income.

Our strategy for 2025–30 sets out our ambitions for the next 5 years, focusing our work on the three objectives that we believe have the potential to have the greatest impact on reducing the mortality gap faced by people with severe mental illness in Sussex. Our impact led approach to evaluation and impact will enable us to measure not just the impact of our work on people's recovery, but also on NHS services and service use.

Programmes like Take A Leap, Living Histories and the Fatboy Slim DJ Workshop Programme have paved the way for our Creative Recovery and Building Blocks objectives. We must now capitalise on this, by taking a strategic approach to both the development and roll out of this work.

As we move forwards, in times of significant pressure and change for the NHS, we have a unique role to play in evidencing the part that creative recovery can play in mental health recovery; the impact that addressing the building blocks of good mental health can have and in achieving our potential to act as an agent of change within mental health services. With real challenge comes real opportunity and by working hand in hand with people who use services, we can make a genuine difference to how people live with mental health problems.

Financial Review



Total operating income for the financial year was £583k (2023/24: £469k).

Donated income includes a grant from Sussex Partnership NHS Foundation Trust of £297k (2023/24: £250k) to fund the operational costs of the charity. The charity’s ROI for fundraising activity this year was 3:1 consistent with the previous year, reflecting the team’s split focus between fundraising and programme delivery.

Expenditure for the year was £666k (2023/24: £762k) as follows:

Charitable Activities £369k
(2023/24: £512k).

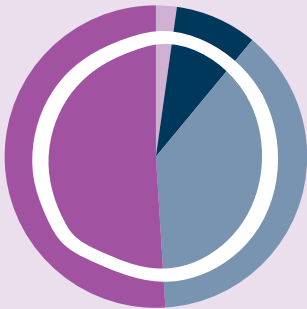
Support Costs £126k (2023/24 £135k*).

Raising Funds £171k (2023/24 £115K*).

Support costs reflect the management of both internal and external grants programmes which the charity was commissioned to deliver, alongside significant direct programme delivery by the charity.

As an active NHS charity, predominantly funding projects within our parent NHS Trust and making external grants with restricted donations, our annual expenditure sometimes exceeds our income as we spend funds that we have held over time or restricted donations that are fundraised for specific, time-limited programmes. When these funds are spent they are not routinely replenished, particularly if they are restricted for specific projects or services.

The statement of financial activities shows net expenditure for the year of £81k (2023/24: £294k) and net gains on investments of £3k (2023/24: £28k).



INCOME

51% NHS Donation
38% Donations/Grants
2% Dividends
9% Interest



EXPENDITURE

22% Raising Funds
62% Charity Activities
16% Support Costs

*Please note 24/25 restated figures

Investments: including Investment Strategy and Performance

The balance sheet consists predominantly of investments, including cash and within stocks and shares.

The committee continues to adopt a low risk investment strategy when dealing with short term investment of donated monies, with current asset investments totalling **£1k** (2023/24 £96k). Heads On has continued its investment strategy during the year to include some long term equity investments to help improve the returns against its endowment funds which totalled **£438k** (2023/24 £440k) at the year end. The equity investments increased in value during 2024/25 due to improved investment portfolio performance.

The endowment funds of **£438k** (2023/24 £440k) are predominantly invested in equity investments as detailed above, with **£61k** (2022/23 £52k) remaining within cash at bank.

Restricted Funds

Restricted funds of the Charity total £641k (2023/24: £766k) and are detailed in full in Note 10.2 to the accounts.

Reserves Policy – note 5 support costs

The Charity seeks to apply all funds received in an efficient and timely manner.

The Charity is mainly reliant on the generous goodwill of the local population and organisations through their donations and legacies. The holding of reserves allows for planned expenditure to progress as intended, uninhibited by the volatility of income levels from year to year.

The level of reserves held is determined by reference to future spending plans. This applies not only to general funds but also to the level of restricted funds, in the context of their terms of reference.

Funds are not allowed to accumulate except where plans may require sufficient funds to be initially collected, either by appeal or through the gradual build-up of donations before expenditure occurs. The Charity considers that it has met its reserves policy during the period, holding free reserves of **£266k** (2023/24 £206k) at the year end.

Financial Control and Risk Management

The Trust's Standing Orders and Financial Instructions apply in full to the operation of the Charitable Funds, which are subject to periodic review.

The Corporate Trustee fulfils its legal duty by ensuring that funds are spent in accordance with the objectives of each fund. By designating funds in this way the Trustee is able to respect the wishes of the donors.

The Trustee has also paid due regard to the Charity Commission guidance on public benefit.

The Trustee has complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to guidance published by the Charity Commission.



Unaudited Annual Accounts

for the year ended 31st March 2025

The accounts have been prepared in accordance with Charities SORP FRS102, Accounting Standards and with the Charities Act 2011.

Charity Number - 1051736

Statement of Trustees' Responsibilities

for the year ended 31 March 2025

The directors, who constitute the Corporate Trustee, are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Corporate Trustee are required to prepare accounts for each financial year which give a true and fair view of the state of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that year.

In preparing these accounts, the Corporate Trustee is required to:

- **select suitable accounting policies and then apply them consistently;**
- **observe the methods and principles in the Charities' SORP;**
- **make judgements and estimates that are reasonable and prudent;**
- **state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and**
- **prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in business.**

The Corporate Trustee is responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The report has been prepared in accordance with the Charities Act 2011 and Charities (Accounts and Reports) Regulations 2008.

By Order of the Trustee

Dr Jane Padmore
Chief Executive Officer

Date **22 January 2026**

Independent Examiner's Report to the Trustees of Heads On

for the year ended 31 March 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HEADS ON

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2025.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or**
- 2. the accounts do not accord with those records; or**
- 3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.**

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: **Lucy Hammond FCA BSc**

Date: **28 January 2026**



For and on behalf of Kreston Reeves

Kreston Reeves LLP

9 Donnington Park
85 Birdham Road
Chichester
West Sussex

PO20 7AJ

Statement of Financial Activities

(Incorporating the Income and Expenditure Account) for the year ended 31 March 2025

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Income and endowments from:							
Donations and legacies	3	33,880	472,343	13,741	-	519,964	392,530
Investments	3	55,450	10,291	-	-	65,741	76,063
Total		89,330	482,634	13,741	-	585,705	468,593
Expenditure on:							
Raising funds	4	-	171,237	-	-	171,237	114,918
Charitable activities	4	10,000	456,569	28,446	-	495,015	647,430
Total		10,000	627,806	28,446	-	666,252	762,348
Net income/ (expenditure)		79,330	(145,172)	(14,705)	-	(80,547)	(293,755)
Transfers between funds*		(18,740)	20,342	(1,602)	-	-	-
Net movement in funds		60,590	(124,830)	(16,307)	-	(80,547)	(293,755)
Other recognised gains/(losses)							
Net gains and (losses) on investment assets	7	-	-	-	(2,830)	(2,830)	28,229
Net movement in funds		60,590	(124,830)	(16,307)	(2,830)	(83,377)	(265,526)
Reconciliation of funds:							
Total funds brought forward		205,831	765,931	181,795	440,395	1,593,952	1,859,478
Total funds carried forward		266,421	641,101	165,488	437,565	1,510,575	1,593,952

*As restated

All activities undertaken at the year-end were continuing operations.

Balance Sheet

as at 31 March 2025

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Fixed assets							
Investments	7	-	-	-	437,565	437,565	440,395
Total fixed assets		-	-	-	437,565	437,565	440,395
Current assets							
Debtors	8	-	-	-	-	-	157,226
Investments	7	-	1,418	-	-	1,418	96,098
Cash at bank and in hand		266,421	731,246	165,488	-	1,163,155	1,445,234
Total current assets		266,421	732,664	165,488	-	1,164,573	1,698,558
Creditors: amounts falling due within one year	9	-	91,563	-	-	91,563	545,001
Net current assets		266,421	641,101	165,488	-	1,073,010	1,153,557
Total assets less current liabilities		266,421	641,101	165,488	437,565	1,510,575	1,593,952
Total net assets		266,421	641,101	165,488	437,565	1,510,575	1,593,952
Funds of the charity							
Unrestricted funds	10	266,421	-	-	-	266,421	205,831
Restricted income funds	10	-	641,101	-	-	641,101	765,931
Endowment funds	10	-	-	-	437,565	437,565	440,395
Designated funds	10	-	-	165,488	-	165,488	181,795
Total charity funds		266,421	641,101	165,488	437,565	1,510,575	1,593,952

Signed by one or two trustees
on behalf of all the trustees

Dr Jane Padmore
Chief Executive Officer
Date of approval **22 January 2026**

Simon Blake
Deputy Chair
Date of approval **22 January 2026**

Statement of Cash Flows

for the year ended 31 March 2025

	Note	Total funds (£)	Prior year funds (£)
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	1	(442,500)	107,006
Cash flows from investing activities:			
Interest receivable		55,450	65,691
Dividends received		10,291	10,372
Sale/(Purchase) of investments		-	-
Net cash provided by (used in) investing activities		65,741	76,063
Cash flows from financing activities:			
Repayments of borrowing		-	-
Cash inflows from new borrowing		-	-
Receipt of endowment		-	-
Net cash provided by (used in) financing activities		-	-
Change in cash and cash equivalents in the reporting period		(376,759)	183,068
Cash and cash equivalents at the beginning of the reporting period	2	1,541,332	1,358,264
Change in cash and cash equivalents due to exchange rate movements		-	-
Cash and cash equivalents at the end of the reporting period	2	1,164,573	1,541,332

Statement of Cash Flows – Notes

Note 1 • Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Current year (£)	Last year (£)
Net expenditure for the reporting period (as per the statement of financial activities)	(83,377)	(265,526)
Adjustments for:		
Interest receivable	(55,450)	(65,691)
Dividends received	(10,291)	(10,372)
Gains on investments	2,830	(28,229)
Decrease in debtors	157,226	156,216
Increase/(decrease) in creditors	(453,438)	320,608
Net cash provided by (used in) operating activities	(442,500)	107,006

Note 2 • Analysis of cash and cash equivalents

	Current year (£)	Last year (£)
Cash in hand & at bank	1,164,573	1,541,332
Held as current assets	1,163,155	1,445,234
Held within investments	1,418	96,098
Total	1,164,573	1,541,332

Notes to the Accounts

Note 1 • Basis of preparation

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at fair value) in accordance with:

- **The accounts 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and with the Charities Act 2011.**

In accordance with the Charities SORP (FRS 102) the charity is claiming exemption from the requirement to prepare a cash flow statement on account of it being a small charity.

The functional currency of the charity is pounds sterling and items are rounded to the nearest pound.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Going concern

The trustees consider that there are sufficient secured donations post year end and that there are no material uncertainties about the Trust's ability to continue as a going concern.

1.4 Legal information

Legal information regarding the charity can be found within the annual report.

Notes to the Accounts

Note 2 • Accounting policies

INCOMING RESOURCES

Recognition of income – These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is probable the resources will be received;
- the monetary value can be measured with sufficient reliability.

Income with related expenditure – Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grant accounting policy – Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources, amounts can be measured reliably and it is probable that funds will be received.

Tax reclaims on donations and gifts – Income from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

Contractual income and performance related grants – This is only included in the SoFA once the related goods or services have been delivered.

Donated services and facilities – These are only included in income (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer help – The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Investment income – This is included in the accounts when receivable.

Endowment Income – Endowment income is unrestricted.

EXPENDITURE AND LIABILITIES

Liability recognition – Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Support costs – Include costs of the preparation and examination of statutory accounts, the cost of any legal advice to trustees on governance or constitutional matters. They also include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions – Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Grants payable without performance conditions – These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

EXPENDITURE AND LIABILITIES

Accumulated Funds – Restricted and Permanently Endowed funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts. 29% (2023/24 31%) of accumulated funds were held as Permanent Endowment Funds at the end of the year.

ASSETS

Fixed assets – The charity holds no property, equipment or heritage assets.

Investments – Quoted stocks and shares are initially recognised at fair value which is normally the transaction price excluding transaction costs. Subsequently they are measured at fair value at the balance sheet date. The Statement of Financial Activities include net gains and losses arising on revaluation and disposals throughout the year.

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

Cash at bank and in hand – Cash at bank and in hand includes cash and short term highly liquid investments. The Trustees seek to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

Investments – Investments are held at fair value and all mature within less than one year.

Notes to the Accounts

Note 3 • Analysis of income

	This year (£)	Last year (£)
Donations and legacies		
Donations/ grants	222,916	142,812
Donation from NHS Trusts	297,048	249,718
Legacies	-	-
Total	519,964	392,530

Investments

Bank Interest	55,450	65,691
Dividends received	10,291	10,372
Total	65,741	76,063

Note 4 • Analysis of expenditure

	This year (£)	Last year* (£)
Raising funds		
Salary costs - Gross Pay	74,025	73,204
Salary costs - NI	7,791	14,641
Salary costs - Pension	11,101	9,760
Database costs	-	75
Other costs	78,320	17,238
Total	171,237	114,918

Charitable activities

Patient Welfare & Amenities	369,204	512,630
Support costs (Note 5)	125,811	134,800
Total	495,015	647,430

* as restated

Notes to the Accounts

Note 5 • Support costs

	This year (£)	Last year (£)
Management & Administration – Salary Costs	96,411	97,684
Management & Administration – NI	10,658	19,537
Management & Administration – Pension	10,596	13,024
Annual Accounts / Examiner Fees / Bank Charges	8,146	4,555
Total	125,811	134,800

* as restated

Included under support costs above, are **£3,500** (2023/24 £3,000) of governance costs, which relate to examiners fees.

At the end of 2024/25 there was approx **£253k** (23/24 £716K) of bids which had been approved but not yet spent.

These outstanding bid amounts mainly relate mainly to the following funds:

Living History HLF	£83,357
Grants and Programme Manager	£72,452
NHSCT Innovation Challenge	£20,067
Futures Fund	£20,000
MH Collaborative Grants Programme	£10,779
DJ Workshops	£10,369
Chalkhill Rockinghorse Fund	£10,273

Heads On is a fundraising and grant making charity and has no staff employed by the charity. Sussex Partnership NHS Foundation Trust (SPFT) provide all administration and clerical services to the charity, including fundraising, which the Trust fund through a grant to the charity. All staff costs and pension contribution liabilities that may arise are solely the responsibility of SPFT.

The average number of staff during the year was equivalent to **2.6 full time staff** (3.2 in 2023/24).

There were no employees with annual remuneration over **£60,000** (Nil in 2023/24).

Notes to the Accounts

Note 6 • Details of certain items of expenditure

This year

Last year

6.1 Trustee expenses

Number of trustees who were paid expenses	None	None
Nature of the expenses	N/A	N/A
Total amount paid	£ NIL	£ NIL

Note 7 • Investment assets

£

7.1 Short Term Investments

Carrying (fair) value at beginning of year	96,098
Add: additions/transfers into investments at cost	-
Add: interest received	(13)
Less: disposals at carrying value	94,693
Add/(deduct): net gain/(loss) on revaluation	-
Carrying (fair) value at end of year	1,418

ANALYSIS OF INVESTMENTS

7.2 Market value at year end

Cash held as part of the investment portfolio	1,418
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7.3 Income from investments for the year

Cash held as part of the investment portfolio	(13)
---	------

The investment relates to fixed rate deposits with Cambridge and Counties.

Notes to the Accounts

Note 7 • Investment assets (continued)

£

7.4 Long Term Investments

Carrying (fair) value at beginning of year	440,395
Add: additions/ transfers into investments at cost	-
Less: disposals at carrying value	-
Add/(deduct): net gain/(loss)	(2,830)
Carrying (fair) value at end of year	437,565

ANALYSIS OF INVESTMENTS

7.5 Market value at year end

Investment portfolio - Equities	437,565
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7.6 Loss from investments for the year

Investment portfolio - Equities	(2,830)
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The investment relates to an investment in the Newton SRI Fund for Charties.

Notes to the Accounts

Note 8 • Debtors and prepayments

8.1 Analysis of debtors

	This year (£)	Last year (£)
Amounts falling due within one year		
Grants due	-	156,216
Other debtors	-	-
Prepayments and accrued income	-	1,010
Total	-	157,226

Note 9 • Creditors and accruals

9.1 Other creditors and accruals

	This year (£)	Last year (£)
Amounts falling due within one year		
Other creditors	91,563	545,001
Total	91,563	545,001

9.2 Security over assets

No loan, overdraft or other creditor holds a charge or other security over any assets of the charity.

Notes to the Accounts

Note 10 • Endowment and restricted income funds

10.1 Funds held

The following is a brief description of any of the material restricted and endowment funds held by the charity:

- permanent endowment funds (PE);
- expendable designated funds (D); and
- expendable endowment funds (EE);
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, EE, D or R	Purpose and Restrictions
Kitty Harrison Memorial Endowment Fund	PE	To enhance the lives of patients with dementia
Kitty Harrison Memorial Income Fund	R	To enhance the lives of patients with dementia
Health Foundation	R	To be used for 'Advancing Applied Analytics' project only
Lindridge	R	For the benefit of Lindridge
Springboard LD (Springwell)	R	Supporting people with complex learning disabilities to have a voice in their care planning
Chalkhill Rockinghorse Fund	R	Funded as agreed by Rockinghorse
Covid-19 Relief Fund	R	To be used for the Covid-19 Relief Response
NHS Charities Together Stage 2 – Operational Support Costs	R	To be used for operational support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Training	R	To be used for training and related support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Partners Fund	R	To be used for programme delivery of 10 partner organisations as part of NHS Charities Together stage 2 community partnership fund
Second wave Covid-19 funding	R	To be used for the 2nd Wave Covid-19 Relief Response
The Estate of Michael Joseph Czerwik	R	For the training of registered psychiatric nurses employed by Sussex Partnership on the Princess Royal Site
MH Collaborative Grants Programme	R	MH collaborative grants to VCSE
Connolly House Legacy Fund	R	To be used for rehabilitation of patients in Chichester
NHS Charities Together funded projects	R	Held for any Charitable purpose that meets the criteria designated
Electronic Temperature Instruments	R	To be held for care packages for carers

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

Fund Name	Type PE, EE, D or R	Purpose and Restrictions
BAME grassroots engagement	R	Held for any Charitable purpose that meets the criteria designated to BAME grassroots engagement
NHS Charities Together Stage 3 Award	R	Held for any Charitable purpose that meets the criteria designated to NHS Charities Together Stage 3 Award
GoodSpace DCMS volunteering project	R	Project manager, buddy volunteer model. DCMS Volunteer project
Grants and Programme Manager	R	Project management costs NHSCT Stage 2, MH Collab Grants programme, Staff in Mind hardship grants
NHSCT Development Grant	R	Organisational Development grant - strategy development, website improvement
Langley Green - Life Music	R	To be used for Life Music sessions at LG
Forget Me Not Garden	R	For use in the Forget Me Not Garden
Patricia Dervish Legacy	R	Restricted to Millview Hospital
Make for Tomorrow	R	Trustwide fund
General Reserve	General	Held for any Charitable purpose that meets the criteria designated by the Charitable Funds Committee and available for access by all areas of the Trust
Chalkhill	D	Children & Young People e.g activities, outings, items over and above what should already be provided by NHS budget
Schools MH Projects	D	To support CAMHS teams across Sussex and Hampshire
HB Vogan Legacy Fund	R	To be split equally between Acre Day Hospital, Chichester Centre, and Oaklands Unit as per the terms of the will
Active Sussex	R	Yoga and equipment at Springtides
Screwfix Foundation	R	Hailsham EIP Allotment Project
Natural England	R	Natural recovery research
Oral History NHSCT/HLF	R	Oral History Project
Chaplaincy Service	R	To be used for Sussex Partnership Chaplaincy Services
Amber Activities - Langley Green	R	For Amber Ward Langley Green only for a mini gym on their ward
CAMHS LD Woodlands Project	R	To be used by CAMHS LD B&H for Woodlands Projects

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds 24/25

	Type PE, EE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Net Gains and Losses on investments (£)	Total movement (£)	Fund balances carried forward (£)
Kitty Harrison Memorial Fund	PE	440,395	-	-	-	(2,830)	(2,830)	437,565
Total Endowment Funds		440,395	-	-	-	(2,830)	(2,830)	437,565
Health Foundation	R	15,929	-	-	-	-	-	15,929
Lindridge	R	390	-	(390)	-	-	(390)	-
Springboard LD (Springwell)	R	26,997	-	-	-	-	-	26,997
Chalkhill Rockinghorse Fund	R	37,867	-	(11,585)	-	-	(11,585)	26,282
Covid-19 Relief Fund	R	15,784	-	-	-	-	-	15,784
NHS Charities Together Stage 2 – Operational Support Costs	R	69,303	-	(7,385)	-	-	(7,385)	61,918
NHS Charities Together Stage 2 – Training	R	2,380	-	(402)	-	-	(402)	1,978
NHS Charities Together Stage 2 – Partners Fund	R	-	-	-	-	-	-	-
Covid-19 BAME disparities programme	R	9,755	-	-	(9,755)	-	(9,755)	-
Second wave Covid-19 funding	R	9,001	-	(6,125)	-	-	(6,125)	2,876
The Estate of Michael Joseph Czerwik	R	41,442	-	-	-	-	-	41,442
MH Collaborative Grants Programme	R	253,612	-	(216,730)	-	-	(216,730)	36,882
Connolly House Legacy Fund	R	518	-	-	-	-	-	518
NHS Charities Together funded projects	R	5,034	-	-	-	-	-	5,034
Electronic Temperature Instruments	R	429	-	-	-	-	-	429
BAME grassroots engagement	R	2,800	-	-	-	-	-	2,800
NHS Charities Together Stage 3 Award	R	(1,960)	-	-	-	-	-	(1,960)

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds 24/25

(continued)

	Type PE, EE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Net Gains and Losses on investments (£)	Total movement (£)	Fund balances carried forward (£)
Fund names								
GoodSpace DCMS volunteering project	R	8,310	2,940	(5,719)	-	-	(2,779)	5,531
Grants and Programme Manager	R	92,451	-	(20,000)	-	-	(20,000)	72,451
NHSCT Development Grant	R	29,553	-	(10,000)	-	-	(10,000)	19,553
Langley Green - Life Music	R	548	-	-	-	-	-	548
FORGET ME NOT GARDEN (Previously Burrowes)	R	5,000	-	-	-	-	-	5,000
Patricia Dervish Legacy	R	27,633	1,149	(2,382)	-	-	(1,233)	26,400
Make for Tomorrow	R	4,341	-	-	-	-	-	4,341
HB Vogan Legacy Fund	R	16,000	-	-	-	-	-	16,000
Active Sussex	R	(633)	1,494	-	-	-	1,494	861
Screwfix Foundation	R	1,660	-	(1,252)	-	-	(1,252)	408
Natural England	R	(6,600)	15,291	(6,600)	-	-	8,691	2,091
Oral History NHSCT/HLF	R	40,437	-	(11,647)	-	-	(11,647)	28,790
Chaplaincy Service	R	3,000	-	(16)	-	-	(16)	2,984
Amber Activities - Langley Green	R	1,577	-	-	-	-	-	1,577
CAMHS LD Woodlands Project	R	1,805	-	(153)	-	-	(153)	1,652
Kitty Harrison Memorial Fund	R	51,566	-	(875)	-	10,291	9,416	60,982

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds 24/25

(continued)

	Type PE, EE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Net Gains and Losses on investments (£)	Total movement (£)	Fund balances carried forward (£)
Other restricted funds, New funds & Closed Funds								
Covid-19 Minoritised Communities disparities programme	R	-	-	(3,612)	9,755	-	6,143	6,143
Stage 3 Award Living Histories NHSCT	R	-	15,524	-	-	-	15,524	15,524
Futures Fund	R	-	-	-	20,000	-	20,000	20,000
Sussex Mindfulness Centre	R	-	97	-	342	-	439	439
NHSCT Innovation Challenge	R	-	118,800	(17,614)	-	-	101,186	101,186
DJ Workshops	R	-	20,000	(8,271)	-	-	11,729	11,729
NHS Trust Donation	R	-	297,048	(297,048)	-	-	-	-
Total Restricted Funds		765,931	472,343	(627,806)	20,342	10,291	(124,830)	641,101
Unrestricted - General Funds	General	205,831	89,330	(10,000)	(18,740)	-	60,590	266,421
Designated Funds								
Chalkhill	D	29,953	-	(3,041)	-	-	(3,041)	26,912
Schools MH Projects	D	10,700	-	-	-	-	-	10,700
Total Other Designated Funds	D	141,142	13,741	(25,405)	(1,602)	-	(13,266)	127,876
Total Designated Funds		181,795	13,741	(28,446)	(1,602)	-	(16,307)	165,488
Total Funds		1,593,952	575,414	(666,252)	-	7,461	(83,377)	1,510,575

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds 23/24

	Type PE, EE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Net Gains and Losses on investments (£)	Total movement (£)	Fund balances carried forward (£)
Kitty Harrison Memorial Fund	PE	458,418	-	-	(46,252)	28,229	(18,023)	440,395
Total Endowment Funds		458,418	-	-	(46,252)	28,229	(18,023)	440,395
Health Foundation	R	27,156	-	(11,227)	-	-	(11,227)	15,929
Lindridge	R	18,880	-	(18,490)	-	-	(18,490)	390
Springboard LD (Springwell)	R	26,997	-	-	-	-	-	26,997
Chalkhill Rockinghorse Fund	R	24,624	30,970	(17,727)	-	-	13,243	37,867
Public Health East Sussex	R	-	-	-	-	-	-	-
Covid-19 Relief Fund	R	15,884	-	(100)	-	-	(100)	15,784
NHS Charities Together Stage 2 – Operational Support Costs	R	71,303	-	-	(2,000)	-	(2,000)	69,303
NHS Charities Together Stage 2 – Training	R	47,245	288	(47,153)	2,000	-	(44,865)	2,380
NHS Charities Together Stage 2 – Partners Fund	R	-	-	-	-	-	-	-
Covid-19 BAME disparities programme	R	9,920	-	(165)	-	-	(165)	9,755
Second wave Covid-19 funding	R	14,071	-	(5,070)	-	-	(5,070)	9,001
The Estate of Michael Joseph Czerwik	R	41,651	-	(209)	-	-	(209)	41,442
MH Collaborative Grants Programme	R	544,583	-	(290,971)	-	-	(290,971)	253,612
Sussex Staff in Mind Bursary scheme	R	-	-	-	-	-	-	-

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds 23/24

(continued)

	Type PE, EE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Net Gains and Losses on investments (£)	Total movement (£)	Fund balances carried forward (£)
Other restricted funds, New funds & Closed Funds								
Connolly House Legacy Fund	R	518	-	-	-	-	-	518
NHS Charities Together funded projects	R	5,034	-	-	-	-	-	5,034
Electronic Temperature Instruments	R	429	-	-	-	-	-	429
BAME grassroots engagement	R	2,800	-	-	-	-	-	2,800
NHS Charities Together Stage 3 Award	R	13,958	-	(15,918)	-	-	(15,918)	(1,960)
GoodSpace DCMS volunteering project	R	30,800	2,317	(24,807)	-	-	(22,490)	8,310
Grants and Programme Manager	R	132,455	-	(40,004)	-	-	(40,004)	92,451
NHSCT Development Grant	R	30,000	-	(447)	-	-	(447)	29,553
Langley Green - Life Music	R	548	-	-	-	-	-	548
FORGET ME NOT GARDEN (Previously Burrowes)	R	5,000	-	-	-	-	-	5,000
Patricia Dervish Legacy	R	25,500	2,133	-	-	-	2,133	27,633
Make for Tomorrow	R	4,209	132	-	-	-	132	4,341
HB Vogan Legacy Fund	R	-	16,000	-	-	-	16,000	16,000
Active Sussex	R	-	709	(1,342)	-	-	(633)	(633)
Screwfix Foundation	R	-	1,660	-	-	-	1,660	1,660
Natural England	R	-	-	(6,600)	-	-	(6,600)	(6,600)
Oral History NHSCT/HLF	R	-	40,437	-	-	-	40,437	40,437
Chaplaincy Service	R	-	3,000	-	-	-	3,000	3,000
Amber Activities - Langley Green	R	-	1,577	-	-	-	1,577	1,577

Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds 23/24

(continued)

	Type PE, EE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Net Gains and Losses on investments (£)	Total movement (£)	Fund balances carried forward (£)
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Other restricted funds, New funds & Closed Funds

CAMHS LD Woodlands Project	R	-	1,805	-	-	-	1,805	1,805
Kitty Harrison Memorial Fund	R	-	10,372	(5,057)	46,252	-	51,566	51,566
NHS Trust Donation	R	-	249,718	(249,718)	-	-	-	-

Total Restricted Funds		1,093,565	361,118	(735,004)	46,252	-	(327,635)	765,931
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Unrestricted - General Funds	General	122,917	87,226	(4,312)	-	-	82,914	205,831
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Designated Funds

Chalkhill	D	29,703	250	-	-	-	250	29,953
Schools MH Projects	D	10,438	262	-	-	-	262	10,700
Total Other Designated Funds	D	144,437	19,737	(23,032)	-	-	(3,295)	141,142

Total Designated Funds		184,578	20,249	(23,032)	-	-	(2,783)	181,795
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Total Funds		1,859,478	468,593	(762,348)	-	28,229	(265,527)	1,593,952
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Notes to the Accounts

Note 10 • Endowment and restricted income funds (continued)

10.3 Charity Ownership

Sussex Partnership NHS Foundation Trust is the Corporate Trustee of the Charitable Funds governed by the law applicable to Trusts, namely the Trustee Act 2000 and the Charities Act 1993. The Corporate Trustee of the Charity acts through the decisions and actions of the executive and non-executive members of Sussex Partnership NHS Foundation Trust Board. Where statute permits, the Board delegates authority for the review of strategy, activity and compliance to a subcommittee of the Board called the Charitable Funds Committee.

Note 11 • Transactions with related parties

11.1 Remuneration and Benefits

There has been no remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it during 2024/25 (£Nil 2023/24).

11.2 Loans

There are no loans owing to or from the charity's trustees or other related parties by the charity at the year end (£Nil 2023/24).

11.3 Related parties

Sussex Partnership NHS Foundation Trust is a sole trustee of the charity. All items of income and expenditure go through Sussex Partnership NHS Foundation Trust's accounts on the charity's behalf. At the year end £85,162 (2023/24 £486,915) was owed to the Trustee, and £Nil (2023/24 £Nil) owed by them. During the year, none of the members of the NHS Foundation Trust Board or senior NHS Foundation Trust staff or parties related to them were beneficiaries of the charity.

There are no other transactions with related parties.

Notes to the Accounts

Note 12 • Grants (Patient Welfare & Amenities) paid of £3,500 or over

£

MH Collaborative Grants Programme	216,730
General - SPFT Charity	10,000
Grants and Programme Manager	20,000
NHSCT Innovation Challenge	17,614
Living History HLF	11,647
Chalkhill Rockinghorse Fund	11,585
NHSCT Development Grant	10,000
DJ Workshops	8,271
NHS Charities Together Stage 2 – Operational Support Costs	7,385
Natural England	6,600
Second wave Covid-19 funding	6,125
GoodSpace DCMS volunteering project	5,719
Covid-19 Minoritised Communities disparities programme	3,612
Langley Green Sensory Garden and OT Projects	3,584
Small grants across SPFT hospitals and services	30,332
Total	369,204

Notes to the Accounts

Note 13 • Statement of financial activities for the year ended 31 March 2024 (comparative detail)

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Income and endowments from:							
Donations and legacies	3	21,535	350,746	20,249	-	392,530	424,948
Investments	3	65,691	10,372	-	-	76,063	35,491
Total		87,226	361,118	20,249	-	468,593	460,439
Expenditure on:							
Raising funds	4	-	54,802	-	-	54,802	104,520
Charitable activities	4	4,312	680,202	23,032	-	707,546	421,188
Total		4,312	735,004	23,032	-	762,348	525,708
Net income/(expenditure)		82,914	(373,886)	(2,783)	-	(293,755)	(65,269)
Transfers between funds*		-	46,252	-	(46,252)	-	-
Net movement in funds		82,914	(327,634)	(2,783)	(46,252)	(293,755)	(65,269)
Other recognised gains/(losses)							
Net gains and (losses) on investment assets	7	-	-	-	28,229	28,229	(14,373)
Net movement in funds		82,914	(327,634)	(2,783)	(18,023)	(265,526)	(79,642)
Reconciliation of funds:							
Total funds brought forward		122,917	1,093,565	184,578	458,418	1,859,478	1,939,120
Total funds carried forward		205,831	765,931	181,795	440,395	1,593,952	1,859,478

All activities undertaken at the year-end were continuing operations.

*A transfer from Endowment to Restricted funds has been accounted for in the year to separately identify the accumulated income from the Kitty Harrison Endowment Fund. The restricted Kitty Harrison fund can be spent on supporting dementia patients as per the donor's wishes.

Notes to the Accounts

Note 14 • Balance sheet as at 31 March 2024 (comparative detail)

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Fixed assets							
Investments	7	-	-	-	440,395	440,395	412,165
Total fixed assets		-	-	-	440,395	440,395	412,165
Current assets							
Debtors	8	-	157,226	-	-	157,226	313,442
Investments	7	-	96,098	-	-	96,098	268,819
Cash at bank and in hand		205,831	1,057,608	181,795	-	1,445,234	1,089,445
Total current assets		205,831	1,310,932	181,795	-	1,698,558	1,671,706
Creditors: amounts falling due within one year	9	-	545,001	-	-	545,001	224,393
Net current assets		205,831	765,931	181,795	-	1,153,557	1,447,313
Total assets less current liabilities		205,831	765,931	181,795	440,395	1,593,952	1,859,478
Total net assets		205,831	765,931	181,795	440,395	1,593,952	1,859,478
Funds of the Charity							
Unrestricted funds	10	205,831	-	-	-	205,831	122,917
Restricted income funds	10	-	765,931	-	-	765,931	1,093,565
Endowment funds	10	-	-	-	440,395	440,395	458,418
Designated funds	10	-	-	181,795	-	181,795	184,578
Total charity funds		205,831	765,931	181,795	440,395	1,593,952	1,859,478

Signed by one or two trustees
on behalf of all the trustees

Dr Jane Padmore
Chief Executive Officer
Date of approval **22 January 2026**

Simon Blake
Deputy Chair
Date of approval **22 January 2026**

Legal & Administrative Information

Heads On is an NHS charity in the corporate trustee model, established for charitable purposes in relation to the NHS and particularly for the benefit of patients of Sussex Partnership NHS Foundation Trust.

Trustee

The Charity has a Corporate Trustee – Appointments to the Corporate Trustee are made in accordance with Financial Standing Orders and prevailing guidance and/or legislation from the Department of Health or Appointments Commission.

Charity's principle address

Portland House
Richmond Road
Worthing
West Sussex
BN11 1HS

Charity's independent examiners

Lucy Hammond BSc FCA
Kreston Reeves
9 Donnington Park
85 Birdham Road
Chichester
West Sussex
PO20 7AJ

Sussex Partnership NHS Foundation Trust Corporate Trustee Membership for 2024/25

Peter Molyneux

Trust Chair (to April 2024)

Sean Duggan

Trust Chair (from April 2024)

Peter Aitken

Chief Medical Officer
(From May 2023 to Oct 2024)

Teresa Barker

Chief Nursing Officer
(To November 2025)

Simon Blake

Non-Executive Director

Dinesh Bhugra

Non-Executive Director

Dan Charlton

Chief Communications Officer

John Child

Chief Operating Officer

Kevin Crowley

Non-Executive Director
(To May 2025)

Oliver Dale

Chief Medical Officer
(From October 2024)

Dr Colin Hicks

Chief Strategy and Partnerships
Officer & Deputy Chief Executive
(From February 2025)

Nitin Mehta

Non-Executive Director

Usman Niazi

Chief Finance Officer
& Deputy CEO

Abiola Okubanjo

Non-Executive Director
(From February 2025)

Funmi Onamusi

Chief People Officer

Jane Padmore

Chief Executive Officer

Anil Patil

Non-Executive Director
(From July 2024)

Anna van der Gaag

Senior Independent Director
(To November 2025)

Cathy Winfield

Non-Executive Director
(From October 2024)

David Wilmott

Interim Chief Nursing Officer
(From October 2025)

Charity Staff Team

Rachael Duke

Charity Director

Jennie Rule

Head of Fundraising & Deputy
Charity Lead

Rachel Blair

Grants & Programmes Manager

Abi Harley

Charity Officer



Contact us

e: spft.headsoncharity@nhs.net

w: headsoncharity.org

HEADS ON

England & Wales - Charity number 1051736

Accounts



Trustees' Report and Financial Statements

For the year ended 31 March 2024

Charity Registration Number: 1051736

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A whole community approach to healthcare

Message from the Chair and Chief Executive Officer of Sussex Partnership NHS Foundation Trust
Sean Duggan, OBE and Dr Jane Padmore



Supporting people's recovery is important work, work that takes whole communities to get right. Heads On's annual report for 2023-24 is a celebration of what is possible when communities come together to get it right. It acknowledges the important work of the charity in the years during and immediately after Covid-19, as we close our final pandemic focused programmes, and the role that NHS charities can play as we look to a future where the NHS is deeply embedded in its local communities.

Delivering the Sussex Community Partnership Grants Programme on behalf of NHS Charities Together in 2020-24 transformed the work of Heads On, embracing external grant making whilst working across the healthcare system to build partnerships between NHS providers and voluntary sector organisations. The programme reached over 6,700 beneficiaries and made a very real difference to people's lives as it brought social connection to those most impacted by the pandemic. This includes children and young people with disabilities, older people, middle aged men at risk of suicide and racialised communities with long term health conditions.

Alongside grant-funded community partnerships, Heads On led a major anti-racism training programme. This programme was hugely needed and developed in partnership with Brighton & Sussex Medical School. It has laid strong foundations for the work Sussex Partnership needs to do in developing our Patient and Carer Race Equality Framework, in line with new national guidance. There is much to be done. The learning and relationships from Heads On's work will be invaluable.

Across the NHS, people are waiting longer to access services than we would want. Heads On's programme of support for families with children on CAMHS waiting lists launched in 2023 and has been well received, helping parent/carers to support their young people at home. The need is great and Heads On is working closely with CAMHS and our voluntary sector colleagues to build on this programme, as we work across our services to proactively manage and reduce our waiting lists.

Heads On's strength is in its approach to working in our communities. Combe Valley Hospital is our new hospital currently under construction in Bexhill to serve the community of East Sussex in times of mental health crisis. Heads On's work to enhance the Hospital through fundraising will ensure people can access the very best healing and therapeutic environment for their recovery. The charity's partnership with Recovery Partners to undertake Flourish is one example. This user led research looked at how people with severe mental illness would like to access nature based recovery as inpatients and on discharge into the community. It tells us how important nature is to mental health recovery and the barriers people can face to access. Heads On's work to implement the recommendations of Flourish will help create a hospital where nature is at the heart of recovery.

When we reflect on the achievements of the past 5 years, what is striking is how much Heads On's work has transformed since 2020, embracing external grant making, partnerships across healthcare, academia, sport and the arts, strategic programmes to address difficult problems like waiting lists and a continued commitment to supporting day to day life in mental health services. The breadth of

work for a small charity team is something we are immensely proud of. Thank you to the team, for everything you do.

As we look to the future, and the development of a closer partnership with Sussex Partnership and the wider health care system in Sussex, we must ensure we build on the lessons of the past 5 years whilst at the same time being mindful of taking a more targeted approach to our work. With a small team, we will have the greatest impact when we are closely aligned with our parent Trust, embedded in our communities and focus our work where it is needed most. We look forward to launching our new strategy in 2025.

The NHS was founded to support the nation's health and provide universal healthcare for everyone. What is certain, is that in these challenging times the NHS is needed now more than ever. Heads On has a vital role to play in supporting NHS mental health recovery across Sussex. We are indebted to the many people in our communities who support our work. From the bottom of our hearts, thank you.

Sean Duggan, OBE

Chair of Sussex Partnership NHS Foundation Trust and the Charitable Funds Committee

Dr Jane Padmore (RMN)

Chief Executive Officer, Sussex Partnership NHS Foundation Trust

"Thank you to the team, for everything you do."

Message from the Charity Director Rachael Duke



When someone experiences a mental health problem, their recovery can extend far beyond mental health services, and the role of communities is essential in building a world where it is possible to live well with mental health problems, rather than being defined by them.

As the transformation of community mental health services continues apace, support for grassroots voluntary sector programmes becomes increasingly important as we work hand in hand to address the health inequalities faced by so many. Our grant commitments of £125,000 in the infrastructure development of mental health voluntary sector organisations, to be spent by the end of March 2025, represented a real recognition of the important role they play in healthcare as valued partners. £50,000 of this investment was prioritised for the growth of minority ethnic led partners and we are keen to see the impact of this funding.

A key role Heads On can play is that of a critical friend to Sussex Partnership, working alongside the Trust to develop new approaches to difficult problems. Living Histories is our oral history project, capturing the whole life stories of people who have used and worked in NHS mental health services in Sussex since the closure of the old asylums up to the present day. There is much to learn from the rich history of community based mental health services and central to this is ensuring we place people's mental health problems within the contexts of their whole lives. We are grateful to the National Lottery Heritage Fund and NHS Charities Together for funding this important work and look forward to public exhibitions of the project in 2025.

It is an uncomfortable truth that people with severe mental illness's life expectancy is 15-20 years shorter than that for the general population due to their physical health needs not being met. This year we made our first Heads On Futures Fund award, testing the impact of embedding exercise therapists in West Sussex mental health inpatient settings, seeking to both improve people's physical health and support their mental health recovery. We are

keen to see the results of this pilot; central to its evaluation will be judging its success on patients' own terms - they know best what is right for them.

As Heads On develops its new strategy for 2025-30 we know that the barriers to mental health recovery are many and complex, exacerbated by disadvantage and poverty. It is essential that we move forwards with a clearly focused approach, targeting our resources where they are needed most. Key to our success as a small team will be protecting and prioritising our fundraising resources to ensure greater impact for people with mental illness - we know that when we deploy our fundraising staff to other work, we feel an immediate impact in fundraising success, no matter how important the redeployment. We must be mindful moving forwards of this balance.

The last 5 years have shown us that working in partnership in our communities is when we are at our strongest. It is when we come together as a community that we can amplify the voices of people with mental health problems and make a real difference to how people can live their lives. Key to this community are our partners, funders and supporters - thanks to you we can invest in mental health innovation for the future that breaks down the stigma and barriers around mental health and recovery. We can't say thank you enough.

Rachael Duke
Charity Director

Charity Objectives & Activities



Heads On's strategy 2021–2025 focuses on:

- **Health Inequalities and how to address them.**
- **Championing the needs, rights and voices of people who use mental health, learning disability and neurodevelopmental services, challenging stigma and discrimination.**
- **New opportunities that support recovery through the arts, sports and education.**

Charity Objectives & Activities

Heads On is governed by a Declaration of Trust and exists to support any charitable purpose or purposes relating to the National Health Service and particularly the Mental Health Sector that would not normally be covered by main NHS funds. We are the official charity of Sussex Partnership NHS Foundation Trust and a member of NHS Charities Together.

Heads On develops, fundraises for and supports projects that empower people with mental health problems, learning disabilities and neurodivergent conditions in their journeys, building a more equal world for everyone. To ensure Heads On can react swiftly to emerging needs, the Charity pay particular attention to ensuring continuing unrestricted donations.

We work tirelessly to enhance NHS services through charitable giving, in accordance with our charitable objects, paying due regard to guidance from the Charity Commission. We pride ourselves on fundraising consciously, by making sure donations truly add value to service users' experience and all expenditure is carefully considered.



**We funded a garden shed for
Langley Green Hospital**

Trustees award grants to projects delivered by Sussex Partnership NHS Foundation Trust and external partners that support people with mental health problems in their recovery or address healthcare needs within the wider population. This can also include supporting projects for staff that will improve patients' experience. Grants are only awarded through published funding programmes and unsolicited applications are not accepted.

The monies required to support our work are secured through fundraising from our local communities, charitable trusts and foundations, individual donors, corporate sponsors and from grant making bodies.

Our parent NHS Trust, Sussex Partnership, provides mental health, learning disability and neurodevelopmental services to people living in South East England. Its services are for children, young people, adults of working age and older people.

The Trust provide care in a range of locations including people's own homes, specialist clinics, hospitals, low and medium secure units and GP surgeries.

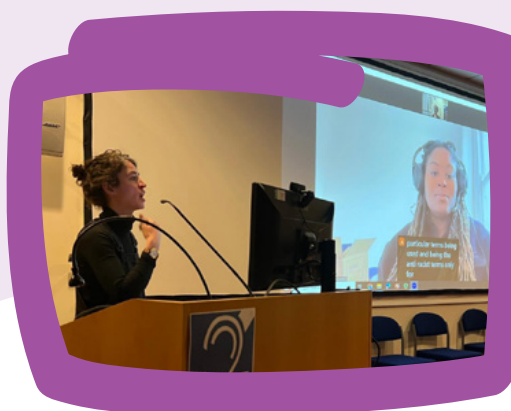
Sussex Partnership is passionate about research and aims to put it at the core of everything they do to continually improve clinical care. The Trust is a member of the University Hospital Association and part of the Sussex Health and Care integrated system.

Review of the Year

Achievements and Performance



Sussex Community Partnership Grants



The NHS Long Term Plan recognises the vital role the voluntary sector plays in supporting people to stay well in their communities and our Community Partnership Grants saw 9 projects delivered across Sussex ranging from More Than Football, a suicide prevention programme for middle aged men, through to hospice at home programmes for children and young people across Sussex. Our external evaluation across all projects told us that the programme impacts include:

- **Improved mental and physical wellbeing**
- **Building new friendships and reduced feelings of isolation**
- **Reduced hospital admissions**
- **Improved family support and autonomy for patients**
- **Improved quality and confidence around supporting young people with complex needs**
- **Better equipped to deal with racism at work.**

During 2023/24 Heads On's core focus has been completing our final Covid-19 programmes, delivered on behalf of NHS Charities Together across Sussex, that have seen over £830,000 invested in work across the voluntary sector to support people with long term conditions, address health inequalities and focus on suicide prevention both during the pandemic and beyond.

9

partners funded

5,911

grant programme
beneficiaries

800

people working in health
and social care attended
anti-racism training

49%

beneficiaries benefitted from
programmes tackling health
inequalities

4%

beneficiaries accessed
programmes to support
hospital discharge and
prevent admission

47%

beneficiaries received
suicide prevention
interventions

Funded projects

- Brighton and Hove Albion Foundation's (BHAF) More than Football
- Martlets Hospice Group's Specialist community support for patients at end-of-life
- Demelza Hospice Care for Children & Chestnut Tree House Children's Hospice Care Oncology end-of-life care for children
- Trust for Developing Communities' (TDC) Health for All
- Crew Club's Choose to Move
- 4Sight Vision Support's Wellbeing support and suicide prevention
- Crawley Community Action's (CCA) Living Healthier Lives
- Extratime
- Amaze's Community Outreach Groups and Support
- Heads On anti racism training programme



More than Football project lead Stewart Teeder being interviewed pitch side at the Amex stadium promoting men's mental health



Women from the South Asian community participating in the Crawley Community Action Health Expo 2023, learning about health services and enjoying a fun day of wellbeing activities.

Sussex Community Partnership Grants

proof of concept for sustainable services

One of the ongoing challenges faced by healthcare voluntary sector partners can be the challenge in funding innovative work that can be moved into business as usual, attracting commissioning funding for ongoing sustainability. We are pleased that two of the projects awarded Community Partnership Grants were able to use Heads On funded work to leverage sustained investment and growth into their work.

Case Study

Health for All

A partnership between Trust for Developing Communities, the Hangleton & Knoll Project and Speakout



Health for All created peer-led, clinician-supported groups to address health inequalities in deprived areas, focusing on specific conditions, with a commitment to ensuring inclusion of minoritised ethnic and learning-disability communities.

The project was delivered in partnership with local organisations in two targeted, economically deprived, geographically isolated areas of Brighton and Hove which experience the greatest health inequalities and are located far from City centre facilities and services:

1. Whitehawk, Manor Farm and Bristol Estate

2. Hangleton, Knoll and Ingram Estates

The project delivered:

- **Diabetic Peer Support Groups**
- **Menopause peer support group**
- **Hypertension and home blood pressure monitoring**
- **Minoritised ethnic people's engagement in health groups**
- **Learning Disability engagement in health activity.**

Trust for Developing Communities, together with the the Hangleton and Knoll Project, were successful in securing further funding for the Diabetes monthly peer networks also delivered across Brighton and Hove. Some of the groups were also able to become self-sustaining and have continued with positive impact within their communities. Speakout has continued to deliver Learning Disability sessions across both the East and west of the City.

Case Study of Support for Individual Community Member:

L was asked to report on their blood sugar levels over a week in case they required insulin. The form was digital and her only digital device was her phone on which the form was hard to read/ use.

The group helped redesign the form to something more user friendly, including a glossary of food items so the diet record was easier to complete. As a result they are now monitoring their food and sugar levels more closely and managing their condition better. L is now working on a health plan with a 1:1 health trainer they met at the health event. This has also enabled more informed discussions across the group about food items that cause spikes in sugar levels.

"I've been feeling down on myself giving into sugar cravings and have started choosing humous and vegetable dips which make me feel things are changing."





Demelza Hospice Care for Children and Chestnut Tree House Children's Hospice Care are the two children's hospices that serve Sussex and used Heads On funding to pilot their first oncology-focussed service, enabling children and young people with cancer to receive end of life care at home should they wish to spend their last days, weeks or months out of hospital.

The new service was developed during the pandemic and delivered through a 24-hour on-call rota between Demelza, Chestnut Tree House and the NHS Community Nursing Team. This team of Specialist Paediatric Nurses can deliver the clinical care and pain relief needed (usually via a syringe driver) to make the child comfortable and pain free in their own home. This type of specialist end of life care can only be delivered by trained nurses and if this team could not provide it, the child would have to die in hospital irrespective of their wishes.

The pilot project enabled the hospices and NHS Community Nursing Team to test this new service for young cancer patients and Demelza has since gone on to acquire two further rounds of funding to extend their oncology services and is in the process of developing a long-term funding partnership to allow them to provide this service in neighbouring Kent. The NHSCT grant was "absolutely pivotal" in achieving this, for three reasons. First, it provided an opportunity to try a new way of working that focussed on a specific group of patients; something which they otherwise would have been unlikely to do, and which has given them a new perspective in their approach. Second, it helped them to understand more about building relationships with funders, which in turn has enabled them to establish a new long-term relationship with another funder. Third, the data reporting required as part of the Heads On grant has encouraged Demelza to analyse their caseload with greater detail and use this to provide clear evidence of their impact.

As we close our final Covid-19 programmes it is important to note the huge shift in focus this work brought to Heads On, and the lasting legacy of an NHS charity with partnership woven into its DNA. As the charity's first large scale external grant making programme, it built partnerships with organisations across Sussex that the charity continues to work with and cemented the charity's strategic relationship with Sussex Partnership. Most importantly, it developed a way of working that stands Heads On in good stead moving forwards to make a real contribution to the recommendations of the Darzi review on the importance of addressing the impact of the social determinants of health on health and health inequalities.

Case Study

Oncology referrals end of life care for children

A partnership between Demelza Hospice Care for Children & Chestnut Tree House Children's Hospice Care

Over the last 12 months we have:



Awarded £75,000

in grants to support the growth of voluntary sector mental health organisations, helping them to be more:

- Effective
- Sustainable
- Innovative

Awarded £50,000

to Diversity Resource International to support the development of minority ethnic led grassroots voluntary sector organisations by leaders with lived experience of racial inequalities.

Awarded £20,000

to pilot the impact of exercise therapists in mental health inpatient settings.

Awarded £71,028

in grants across Sussex Partnership to improve day to day life for staff and patients including:

- Creative recovery 58%
- Enabling participation in groups & workshops 9%
- Kit and equipment 24%
- Improving the therapeutic environment 9%

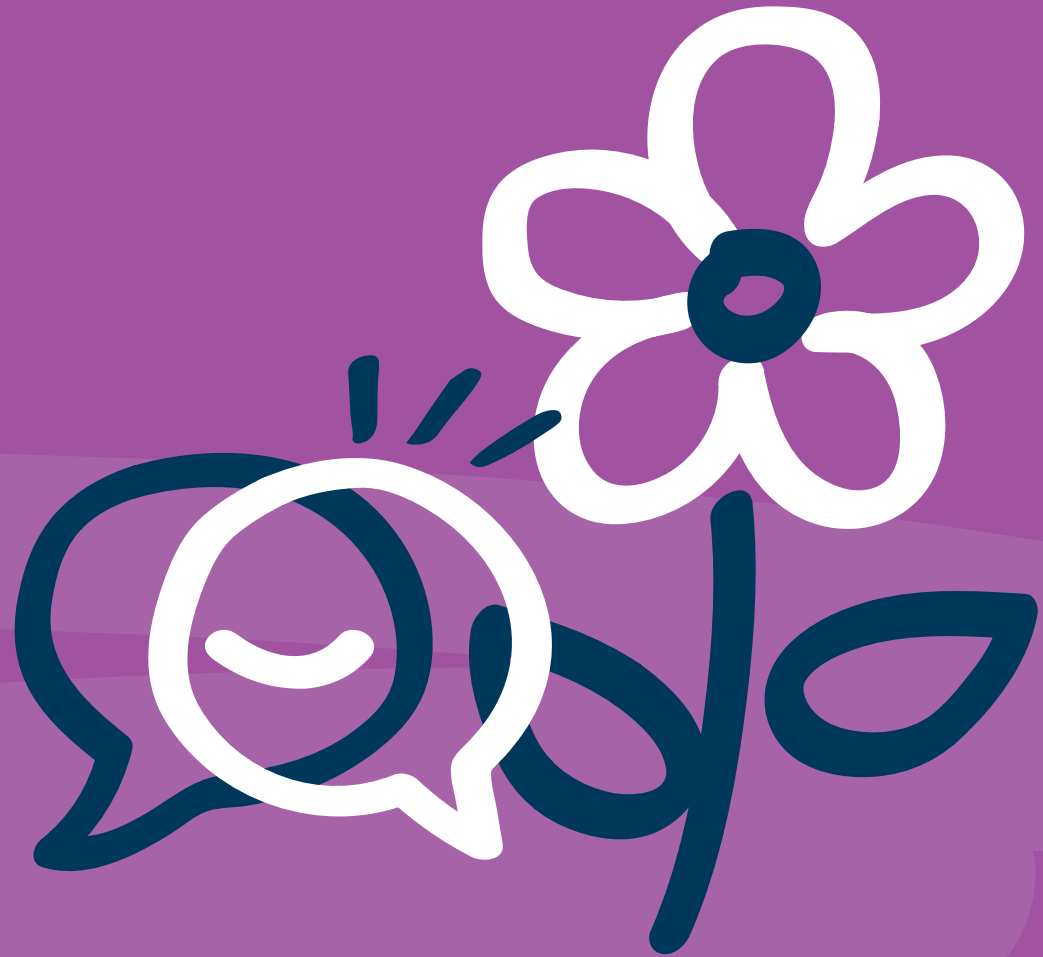
Launched Living Histories

funded by National Lottery Heritage Fund and NHS Charities Together, our oral history project documenting the whole life stories of people who have used and/or worked in NHS mental health services since the 1980s.

Delivered Flourish

in partnership with Recovery Partners: user led research into nature based recovery for people with severe mental illness.

Creative Recovery



Living Histories

Documenting the whole life stories of people who have used and/or worked in NHS mental health services

"I got involved with Living Histories as I think talking about your mental health and sharing your story is massively important. I am an advocate of dispelling the stigmas and societal shame associated with mental health illnesses and urge people to be open and honest about their own mental health. Living Histories will help with a lot of learnings by listening to the community's life stories from all walks of life across Sussex. Ultimately, we're People first. Diagnosis second."



I'm really enjoying being a part of the team as myself and others are bringing our own lived experiences and suggesting ideas and questions which wouldn't have necessarily been thought of from a 'neuro-typical' person. I'm excited to seeing the fruits of our labour at the end."

Oliver Vantini, Expert By Experience working on the Living Histories Project.

In 2023 Heads On was delighted to secure funding from the National Lottery Heritage Fund and NHS Charities Together to support Living Histories. Our first oral history project will capture the whole life stories of people who have used and/or worked in NHS mental health services following the closure of the old asylums in the 1980s up to and including the Covid-19 pandemic.

This is a period in the history of NHS mental health services rarely documented in oral history, and yet there is much to learn from care in the community since its inception through to the transformation of NHS community mental health services in the present day.

People who use mental health services tell us often that they want their mental health to be seen in the context of their whole lives; ensuring that their care and treatment is just one important part of their story. The desire to break down the stigma of mental health has never been greater and by capturing people's stories in their own words we can amplify stories and histories that would otherwise be lost.

Living Histories is recruiting participants in Autumn 2024 with public exhibitions to be held in Spring/ Summer 2025.

Flourish

User-led research into nature based recovery for people living with severe mental illness

In Autumn 2023 we commissioned Recovery Partners, a small user-led grassroots mental health charity working in East Sussex to undertake user-led research into nature recovery for people with severe mental illness. The research will directly inform how NHS mental health services incorporate natural recovery into their services, including Sussex Partnership's new Combe Valley Hospital in East Sussex, and how engagement with natural recovery can be supported to continue in the community on discharge.

Flourish: Nature recovery for people living with severe mental illness is the result of that commission and was funded by Natural England, Heads On and Recovery Partners.



"It [nature] allowed me to feel connected to something, and to see colours and breathe fresh air, making me feel lighter during a very difficult time"

Research participant

It is clear from the research that nature-based recovery plays a key part in people's recovery journeys, both as inpatients and in the community following discharge. Participants talked at length about the importance of having choices in accessing nature, emphasising the therapeutic richness of natural spaces and suggesting many imaginative solutions to improve mental health environments.

Key recommendations include:

- **Design inspiring outdoor spaces that invite engagement with nature**
- **Design spaces and opportunities for gardening and food growing**
- **Design places for rest, solitude and socialising**
- **Provide opportunities for observation of nature and interaction with wildlife**
- **Provide opportunities for outdoor physical activity, exercise classes and play**
- **Develop connections to community garden and nature projects**

The Combe Valley Hospital has been designed with nature in mind, celebrating the beautiful surroundings of the site; these recommendations support us to develop the plans even further, working closely in partnership with Sussex Partnership to build an environment that celebrates the role that nature can play in mental health recovery and putting the voice of lived experience at the heart of this work.

Looking to the Future



Looking to the Future

As we closed our final Covid-19 external grant programmes this year it has been important to reflect on everything Heads On has achieved during the last 5 years, cementing our strategic partnership with our parent NHS Trust and building relationships across the voluntary sector that have made a genuine difference to the support available to our communities during the pandemic.



The Covid-19 pandemic and its aftermath required us to think, work and develop differently. It amplified the role of NHS charities as strategic partners in healthcare and accelerated the drive to define what Sussex Partnerships needs from its charity partner. As we develop our strategy for 2025-30 Heads On must deliver on its commitment to be a conduit and enabler of partnership working with the wider voluntary sector; deliver strategic funding for service improvements; build a pipeline for innovation

through project development and retain a charity team that can work across organisational boundaries and cultures to achieve our potential.

At the same time, our team has reduced to 3.2 staff and we need to work smarter to ensure we continue to achieve our objectives. 2023-24 was the culmination of our external grant making programmes on behalf of both NHS Charities Together and Sussex Health & Care. Both

programmes required us to pivot our fundraising team to external grant making, which has inevitably impacted on our fundraising income. Looking to the future, we must ensure we protect our fundraising capacity and take a strategic approach to income generation.

Our commitment to improving day to day life in Sussex Partnership services continues, this year we have invested £71,028 in programmes across the trust, the majority funded by community fundraising and our events programme. With continuing pressure on NHS budgets, this remains an important part of our work and the introduction of events such as our i360 drop which raised £9,669 demonstrates that a fresh approach to our fundraising has the potential to significantly increase the range of work we can support.

Our strategy for 2025-30 will set out our ambitions for the next 5 years, aligned with Sussex Partnership's vision to deliver great care and improve outcomes together. Key to our ability to achieve this will be our continued skill in securing funding from and working with strategic partners. Grants from the National Lottery Heritage Fund and Natural England this year are testament to this, both funding projects that amplify the voices of people with severe mental illness, placing them at the heart of healthcare development.

As we move forwards, in times of significant pressure and change for the NHS, we must reinforce our commitment to bridging the gap between the NHS and the voluntary sector, working hand in hand with our communities and, most importantly, placing people with lived experience at the heart of everything we do - they know best the impact we need to have.

Financial Review



Financial Review

Total operating income for the financial year was £469k (2022/23: £460k).

Donated income includes a grant from Sussex Partnership NHS Foundation Trust of £250k (2022/23: £219k) to fund the operational costs of the charity.

The reduction in fundraised income of **£63k** compared to 2022/23 is in part attributable to the continued deployment of the charity's fundraising staff to both completing external grant programmes which closed this year and direct programme delivery, thus reducing fundraising activity in year. The charity's ROI for fundraising activity this year was 3:1.

At the same time the fundraising marketplace continues to be particularly challenging and the charity is developing a fresh approach to fundraising as part of its 2025-30 strategy.

Expenditure for the year was £762k (2022/23: £526k) as follows:

Charitable Activities £512k

(2022/23: £306k)

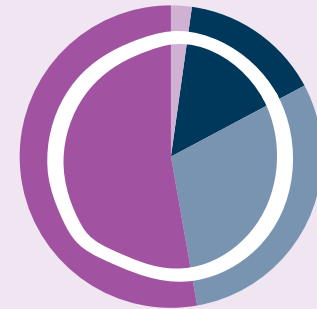
Support Costs £195k (2022/23 £115k)

Raising Funds £55k (2022/23 £105K)

Increased support costs reflect the management of external grants programmes which the charity was commissioned to deliver, alongside increasing direct programme delivery by the charity. Within the grant programmes, whilst significant grant commitments have been made as detailed in note 5 of the accounts, these are not yet shown as expenditure within the accounts.

As an active NHS charity, predominantly funding projects within our parent NHS Trust and making external grants with restricted donations, our annual expenditure sometimes exceeds our income as we spend funds that we have held over time or restricted donations that are fundraised for specific, time-limited programmes. When these funds are spent they are not routinely replenished, particularly if they are restricted for specific projects or services.

The statement of financial activities shows net expenditure for the year of £294k (2022/23: £65k) and net gains on investments of £28k (2022/23: £14k net loss).



INCOME

30% Donations/Grants

53% NHS Donation

2% Dividends

15% Interest



EXPENDITURE

7% Raising Funds

67% Charity Activities

26% Support Costs

Investments: including Investment Strategy and Performance

The balance sheet consists predominantly of investments, including cash and within stocks and shares.

The committee continues to adopt a low risk investment strategy when dealing with short term investment of donated monies, with current asset investments totalling **£96k** (2022/23 £269k). Heads on has continued its investment strategy during the year to include some long term equity investments to help improve the returns against its endowment funds which totalled **£440k** (2022/23 £412k) at the year end. The equity investments increased in value during 2023/24 due to improved investment portfolio performance.

The endowment funds of **£440k** are invested in equity investments as detailed above.

Restricted Funds

Restricted funds of the Charity total £766k (2022/23: £1,094k) and are detailed in full in Note 10 to the accounts.

A transfer from Endowment to Restricted funds has been accounted for in the year to separately identify the accumulated income from the Kitty Harrison Endowment Fund. The restricted Kitty Harrison fund can be spent on supporting dementia patients as per the donor's wishes.

Reserves Policy – note 5 support costs

The Charity seeks to apply all funds received in an efficient and timely manner.

The Charity is mainly reliant on the generous goodwill of the local population and organisations through their donations and legacies. The holding of reserves allows for planned expenditure to progress as intended, uninhibited by the volatility of income levels from year to year.

The level of reserves held is determined by reference to future spending plans. This applies not only to general funds but also to the level of restricted funds, in the context of their terms of reference.

Funds are not allowed to accumulate except where plans may require sufficient funds to be initially collected, either by appeal or through the gradual build-up of donations before expenditure occurs. The Charity considers that it has met its reserves policy during the period, holding free reserves of **£206k** (2022/23 £123k) at the year end.

Financial Control and Risk Management

The Trust's Standing Orders and Financial Instructions apply in full to the operation of the Charitable Funds, which are subject to periodic review.

The Corporate Trustee fulfils its legal duty by ensuring that funds are spent in accordance with the objectives of each fund. By designating funds in this way the Trustee is able to respect the wishes of the donors.

The Trustee has also paid due regard to the Charity Commission guidance on public benefit.

The Trustee has complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to guidance published by the Charity Commission.

Unaudited Annual Accounts **for the year ended 31st March 2024**

The accounts have been prepared in accordance with Charities SORP FRS102, Accounting Standards and with the Charities Act 2011.

Statement of Trustees' responsibilities

for the year ended 31 March 2024

The members of the Corporate Trustee are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the members to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the members are required to:

- **select suitable accounting policies and then apply them consistently;**
- **observe the methods and principles of the Charities SORP (FRS 102);**
- **make judgments and accounting estimates that are reasonable and prudent;**
- **state whether applicable UK Accounting Standards (FRS 102) 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 business.**

The members are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Approved by order of
the members of the board
of Trustees and signed on
their behalf by**

Dr Jane Padmore
Chief Executive Officer

Date **23 January 2025**

Sean Duggan, OBE
Chair

Date **23 January 2025**

Independent Examiner's report to the trustees of Heads On

for the year ended 31 March 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HEADS ON

I report to the trustees on my examination of the accounts of Heads On for the year ended 31 March 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000 your examiner must be a member of an appropriate body. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Trust as required by section 130 of the Act; or**
- 2 the accounts do not accord with those records; or**
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.'**

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report.

Lucy Hammond BSc FCA

Date: **27 January 2025**

For and on behalf of Kreston Reeves
Kreston Reeves LLP Chartered Accountants
9 Donnington Park
85 Birdham Road
Chichester
West Sussex
PO20 7AJ

Statement of financial activities

(incorporating the income and expenditure account) for the year ended 31 March 2024

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Income and endowments from:							
Donations and legacies	3	21,535	350,746	20,249	-	392,530	424,948
Investments	3	65,691	10,372	-	-	76,063	35,491
Total		87,226	361,118	20,249	-	468,593	460,439
Expenditure on:							
Raising funds	4	-	54,802	-	-	54,802	104,520
Charitable activities	4	4,312	680,202	23,032	-	707,546	421,188
Total		4,312	735,004	23,032	-	762,348	525,708
Net income/ (expenditure)		82,914	(373,886)	(2,783)	-	(293,755)	(65,269)
Transfers between funds*		-	46,252	-	(46,252)	-	-
Net movement in funds		82,914	(327,634)	(2,783)	(46,252)	(293,755)	(65,269)
Other recognised gains/(losses)							
Net gains and (losses) on investment assets	7	-	-	-	28,229	28,229	(14,373)
Net movement in funds		82,914	(327,634)	(2,783)	(18,023)	(265,526)	(79,642)
Reconciliation of funds:							
Total funds brought forward		122,917	1,093,565	184,578	458,418	1,859,478	1,939,120
Total funds carried forward		205,831	765,931	181,795	440,395	1,593,952	1,859,478

All activities undertaken at the year-end were continuing operations.

*A transfer from Endowment to Restricted funds has been accounted for in the year to separately identify the accumulated income from the Kitty Harrison Endowment Fund. The restricted Kitty Harrison fund can be spent on supporting dementia patients as per the donor's wishes.

Balance Sheet

as at 31 March 2024

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Fixed assets							
Investments	7	-	-	-	440,395	440,395	412,165
Total fixed assets		-	-	-	440,395	440,395	412,165
Current assets							
Debtors	8	-	157,226	-	-	157,226	313,442
Investments	7	-	96,098	-	-	96,098	268,819
Cash at bank and in hand		205,831	1,057,608	181,795	-	1,445,234	1,089,445
Total current assets		205,831	1,310,932	181,795	-	1,698,558	1,671,706
Creditors: amounts falling due within one year	9	-	545,001	-	-	545,001	224,393
Net current assets		205,831	765,931	181,795	-	1,153,557	1,447,313
Total assets less current liabilities		205,831	765,931	181,795	440,395	1,593,952	1,859,478
Total net assets		205,831	765,931	181,795	440,395	1,593,952	1,859,478
Funds of the Charity							
Unrestricted funds	10	205,831	-	-	-	205,831	122,917
Restricted income funds	10	-	765,931	-	-	765,931	1,093,565
Endowment funds	10	-	-	-	440,395	440,395	458,418
Designated funds	10	-	-	181,795	-	181,795	184,578
Total charity funds		205,831	765,931	181,795	440,395	1,593,952	1,859,478

Signed by

Dr Jane Padmore

Member of the Corporate Trustee

Date of approval **23 January 2025****Sean Duggan, OBE**

Member of the Corporate Trustee

Date of approval **23 January 2025**

Statement of Cash Flows

for the year ended 31 March 2024

	Note	Total funds (£)	Prior year funds (£)
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	1	107,006	(40,332)
Cash flows from investing activities:			
Interest receivable		65,691	25,907
Dividends received		10,372	9,584
Sale/(Purchase) of investments		-	-
Net cash provided by (used in) investing activities		76,063	35,491
Cash flows from financing activities:			
Repayments of borrowing		-	-
Cash inflows from new borrowing		-	-
Receipt of endowment		-	-
Net cash provided by (used in) financing activities		-	-
Change in cash and cash equivalents in the reporting period		183,068	(4,841)
Cash and cash equivalents at the beginning of the reporting period	2	1,358,264	1,363,105
Change in cash and cash equivalents due to exchange rate movements		-	-
Cash and cash equivalents at the end of the reporting period	2	1,541,332	1,358,264

Statement of Cash Flows – Notes

Note 1 • Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Current year (£)	Last year (£)
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(265,526)	(79,642)
Adjustments for:		
Interest receivable	(65,691)	(25,907)
Dividends received	(10,372)	(9,584)
Gains on investments	(28,229)	14,373
(Increase)/decrease in debtors	156,216	266,592
Increase/(decrease) in creditors	320,608	(206,164)
Net cash provided by (used in) operating activities	107,006	(40,332)

Note 2 • Analysis of cash and cash equivalents

	Current year (£)	Last year (£)
Cash in hand & at bank	1,541,332	1,358,264
Held as current assets	1,445,234	1,089,445
Held within investments	96,098	268,819
Total	1,541,332	1,358,264

Notes to the accounts

Note 1 • Basis of preparation

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at fair value) in accordance with:

- **The accounts 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and with the Charities Act 2011.**

In accordance with the Charities SORP (FRS 102) the charity is claiming exemption from the requirement to prepare a cash flow statement on account of it being a small charity.

The functional currency of the charity is pounds sterling and items are rounded to the nearest pound.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Going Concern

The trustees consider that there are sufficient secured donations post year end and that there are no material uncertainties about the Trust's ability to continue as a going concern.

1.4 Legal Information

Legal information regarding the charity can be found within the annual report.

Notes to the accounts

Note 2 • Accounting policies

INCOMING RESOURCES

Recognition of income – These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is probable the resources will be received;
- the monetary value can be measured with sufficient reliability.

Income with related expenditure – Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grant accounting policy – Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources amounts can be measured reliably and it is probable that funds will be received.

Tax reclaims on donations and gifts – Income from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

Contractual income and performance related grants – This is only included in the SoFA once the related goods or services have been delivered.

Donated services and facilities – These are only included in income (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer help – The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Investment income – This is included in the accounts when receivable.

Endowment Income – Endowment income is unrestricted.

EXPENDITURE AND LIABILITIES

Liability recognition – Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Support costs – Include costs of the preparation and examination of statutory accounts, the cost of any legal advice to trustees on governance or constitutional matters. They also

include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions – Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Grants payable without performance conditions – These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

EXPENDITURE AND LIABILITIES

Accumulated Funds – Restricted and Permanently Endowed funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts. 31% (2022/23 24%) of accumulated funds were held as Permanent Endowment Funds at the end of the year.

ASSETS

Fixed assets – The charity holds no property, equipment or heritage assets.

Investments – Quoted stocks and shares are initially recognised at fair value which is normally the transaction price excluding transaction costs. Subsequently they are measured at fair value at the balance sheet date. The Statement of Financial Activities include net gains and losses arising on revaluation and disposals throughout the year.

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

Cash at bank and in hand – Cash at bank and in hand includes cash and short term highly liquid investments. The Trustees seek to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

Investments – Investments are held at fair value and all mature within less than one year.

Notes to the accounts

Note 3 · Analysis of income

	This year (£)	Last year (£)
Donations and legacies		
Donations/ grants	142,812	205,635
Donation from NHS Trusts	249,718	219,313
Legacies	-	-
Total	392,530	424,948
Investments		
Bank Interest	65,691	25,907
Dividends received	10,372	9,584
Total	76,063	35,491

Note 4 · Analysis of expenditure

	This year (£)	Last year (£)
Raising funds		
Salary costs - Gross Pay	28,117	58,105
Salary costs - NI	5,623	11,621
Salary costs - Pension	3,749	7,747
Database costs	75	2,308
Other costs	17,238	24,739
Total	54,802	104,520
Charitable activities		
Patient Welfare & Amenities	512,630	306,395
Support costs (Note 5)	194,916	114,793
Total	707,546	421,188

Notes to the accounts

Note 5 • Support costs

	This year (£)	Last year (£)
Management & Administration – Salary Costs	142,771	90,490
Management & Administration – NI	28,554	9,527
Management & Administration – Pension	19,036	10,491
Annual Accounts / Examiner Fees / Bank Charges	4,555	4,285
Total	194,916	114,793

Included under support costs above, are **£3,000** (2022/23 £2,874) of governance costs, which relate to examiners fees.

At the end of 2023/24 there was approx **£716k** (22/23 £737K) of bids which had been approved but not yet spent.

These outstanding bid amounts mainly relate to the following funds

MH Collaborative Grants Programme	£341,928
Grants and Programme Manager	£92,452
Oral History NHSCT/HLF	£40,289
The Estate of Michael Joseph Czerwik	£39,913
NHS Charities Together Stage 2 – Partners Fund	£32,103
Chalkhill Rockinghorse Fund	£27,914
NHS Charities Together Stage 3 Award	£23,055
Health Foundation	£15,929
General - SPFT Charity	£14,790
GoodSpace DCMS volunteering project	£13,757

Heads On is a fundraising and grant making charity and has no staff employed by the charity. Sussex Partnership NHS Foundation Trust (SPFT) provide all administration and clerical services to the charity, including fundraising, which the Trust fund through a grant to the charity. All staff costs and pension contribution liabilities that may arise are solely the responsibility of SPFT.

The average number of staff during the year was equivalent to **3.2 full time staff** (4.6 in 2022/23).

There were no employees with annual remuneration over **£60,000** (Nil in 2022/23).

Notes to the accounts

Note 6 • Details of certain items of expenditure

6.1 Trustee expenses

	This year	Last year
Number of trustees who were paid expenses	None	None
Nature of the expenses	N/A	N/A
Total amount paid	£ NIL	£ NIL

Note 7 • Investment assets

7.1 Short Term Investments

Carrying (fair) value at beginning of year	268,819
Add: additions/ transfers into investments at cost	-
Add: interest received	3,892
Less: disposals at carrying value	176,613
Add/(deduct): net gain/(loss) on revaluation	-
Carrying (fair) value at end of year	96,098

ANALYSIS OF INVESTMENTS

7.2 Market value at year end

Cash held as part of the investment portfolio	96,098
---	--------

7.3 Income from investments for the year

Cash held as part of the investment portfolio	3,892
---	-------

The investment relates to fixed rate deposits with Cambridge and Counties.

Notes to the accounts

Note 7 • Investment assets (continued)

£

7.4 Long Term Investments

Carrying (fair) value at beginning of year	412,166
Add: additions/ transfers into investments at cost	-
Less: disposals at carrying value	-
Add/(deduct): net gain/(loss)	28,229
Carrying (fair) value at end of year	440,395

ANALYSIS OF INVESTMENTS

7.5 Market value at year end

Investment portfolio - Equities	440,395
--	----------------

7.6 Income from investments for the year

Investment portfolio - Equities	10,372
--	---------------

The investment relates to an investment in the Newton SRI Fund for Charities.

Notes to the accounts

Note 8 • Debtors and prepayments

8.1 Analysis of debtors

	This year (£)	Last year (£)
Amounts falling due within one year		
Grants due	156,216	312,432
Other debtors	-	-
Prepayments and accrued income	1,010	1,010
Total	157,226	313,442

Note 9 • Creditors and accruals

9.1 Other creditors and accruals

	This year (£)	Last year (£)
Amounts falling due within one year		
Other creditors	545,001	224,393
Total	545,001	224,393

9.2 Security over assets

No loan, overdraft or other creditor holds a charge or other security over any assets of the charity.

Notes to the accounts

Note 10 • Endowment and restricted income funds

10.1 Funds held

The following is a brief description of any of the material restricted and endowment funds held by the charity:

- permanent endowment funds (PE);
- expendable designated funds (D); and
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type PE, D or R	Purpose and Restrictions
Kitty Harrison Memorial Endowment Fund	PE	To enhance the lives of patients with dementia
Kitty Harrison Memorial Income Fund	R	To enhance the lives of patients with dementia
Health Foundation	R	To be used for 'Advancing Applied Analytics' project only
Lindridge	R	For the benefit of Lindridge
Springboard LD (Springwell)	R	Supporting people with complex learning disabilities to have a voice in their care planning
Chalkhill Rockinghorse Fund	R	Funded as agreed by Rockinghorse
Chalkhill	D	To be used for Children & Young People for activities, outings, items over and above what should already be provided by NHS budget
Public Health East Sussex	R	To be used for Albion in the Community/ Movember suicide prevention and mental health awareness - education project
Covid-19 Relief Fund	R	To be used for the Covid-19 Relief Response
NHS Charities Together Stage 2 – Operational Support Costs	R	To be used for operational support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Training	R	To be used for training and related support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Partners Fund	R	To be used for programme delivery of 10 partner organisations as part of NHS Charities Together stage 2 community partnership fund
Covid-19 BAME disparities programme	R	Held for any Charitable purpose that meets the criteria designated
Second wave Covid-19 funding	R	To be used for the 2nd Wave Covid-19 Relief Response
The Estate of Michael Joseph Czerwik	R	To be used to support nurse-led own account research studies
MH Collaborative Grants Programme	R	MH collaborative grants to VCSE
Sussex Staff in Mind Bursary scheme	R	To provide grants to individuals employed in the health and social care sector of an organisation within Sussex ICS

Notes to the accounts

Note 10 • Endowment and restricted income funds (continued)

Other restricted funds & New funds	Type PE, D or R	Purpose and Restrictions
Connolly House Legacy Fund	R	To be used for rehabilitation of patients in Chichester
NHS Charities Together funded projects	R	Held for any Charitable purpose that meets the criteria designated
Electronic Temperature Instruments	R	To be held for care packages for carers
BAME grassroots engagement	R	Held for any Charitable purpose that meets the criteria designated to BAME grassroots engagement
NHS Charities Together Stage 3 Award	R	Held for any Charitable purpose that meets the criteria designated to NHS Charities Together Stage 3 Award
GoodSpace DCMS volunteering project	R	Project manager, buddy volunteer model. DCMS Volunteer project
Grants and Programme Manager	R	Project management costs NHSCT Stage 2, MH Collab Grants programme, Staff in Mind hardship grants
NHSCT Development Grant	R	Organisational Development grant - strategy development, website improvement
Langley Green - Life Music	R	ProjectTo be used for Life Music sessions at LG
Forget Me Not Garden	R	For use in the Forget Me Not Garden
Patricia Dervish Legacy	R	Restricted to Millview Hospital
Music Workshops - CLOSED	R	To be used for music workshops
Make for Tomorrow	R	Trustwide fund

Notes to the accounts

Note 10 • Endowment and restricted income funds (continued)

Other restricted funds & New funds (continued)	Type PE, D or R	Purpose and Restrictions
General Reserve	General	Held for any Charitable purpose that meets the criteria designated by the Charitable Funds Committee and available for access by all areas of the Trust
Schools MH Projects	D	To support CAMHS teams across Sussex and Hampshire
Film Project CAMHS - CLOSED	R	To be used for CAMHS Film project
HB Vogan Legacy Fund	R	To be split equally between Acre Day Hospital, Chichester Centre, and Oaklands Unit as per the terms of the will
Active Sussex	R	Yoga and equipment at Springtides
Screwfix Foundation	R	Hailsham EIP Allotment Project
Natural England	R	Natural recovery research
Oral History NHSCT/HLF	R	Oral History Project
Chaplaincy Service	R	To be used for the are five NHS trusts with chaplaincy services in Sussex
Amber Activities - Langley Green	R	For Amber Ward Langley Green only for a mini gym on their ward
CAMHS LD Woodlands Project	R	To be used by CAMHS LD B&H for Woodlands Projects

Notes to the accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds

	Type PE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Fund balances carried forward (£)
Fund names						
Kitty Harrison Memorial Fund	PE	458,418	-	-	(46,252)	440,395
Total Endowment Funds		458,418	-	-	(46,252)	440,395
Health Foundation	R	27,156	-	(11,227)	-	15,929
Lindridge	R	18,880	-	(18,490)	-	390
Springboard LD (Springwell)	R	26,997	-	-	-	26,997
Chalkhill Rockinghorse Fund	R	24,624	30,970	(17,727)	-	37,867
Public Health East Sussex	R	-	-	-	-	-
Covid-19 Relief Fund	R	15,884	-	(100)	-	15,784
NHS Charities Together Stage 2 – Operational Support Costs	R	71,303	-	-	(2,000)	69,303
NHS Charities Together Stage 2 – Training	R	47,245	288	(47,153)	2,000	2,380
NHS Charities Together Stage 2 – Partners Fund	R	-	-	-	-	-
Covid-19 BAME disparities programme	R	9,920	-	(165)	-	9,755
Second wave Covid-19 funding	R	14,071	-	(5,070)	-	9,001
The Estate of Michael Joseph Czerwik	R	41,651	-	(209)	-	41,442
MH Collaborative Grants Programme	R	544,583	-	(290,971)	-	253,612
Sussex Staff in Mind Bursary scheme	R	-	-	-	-	-

Notes to the accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds

(continued)

	Type PE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Fund balances carried forward (£)
Other restricted funds, New funds & Closed Funds						
Connolly House Legacy Fund	R	518	-	-	-	518
NHS Charities Together funded projects	R	5,034	-	-	-	5,034
Electronic Temperature Instruments	R	429	-	-	-	429
BAME grassroots engagement	R	2,800	-	-	-	2,800
NHS Charities Together Stage 3 Award	R	13,958	-	(15,918)	-	(1,960)
GoodSpace DCMS volunteering project	R	30,800	2,317	(24,807)	-	8,310
Grants and Programme Manager	R	132,455	-	(40,004)	-	92,451
NHSCT Development Grant	R	30,000	-	(447)	-	29,553
Langley Green - Life Music	R	548	-	-	-	548
FORGET ME NOT GARDEN (Previously Burrowes)	R	5,000	-	-	-	5,000
Patricia Dervish Legacy	R	25,500	2,133	-	-	27,633
Make for Tomorrow	R	4,209	132	-	-	4,341
HB Vogan Legacy Fund	R	-	16,000	-	-	16,000
Active Sussex	R	-	709	(1,342)	-	(633)
Screwfix Foundation	R	-	1,660	-	-	1,660
Natural England	R	-	-	(6,600)	-	(6,600)
Oral History NHSCT/HLF	R	-	40,437	-	-	40,437
Chaplaincy Service	R	-	3,000	-	-	3,000
Amber Activities - Langley Green	R	-	1,577	-	-	1,577
CAMHS LD Woodlands Project	R	-	1,805	-	-	1,805
Kitty Harrison Memorial Fund	R	-	10,372	(5,057)	46,252	51,566
NHS Trust Donation	R	-	249,718	(249,718)	-	-

Notes to the accounts

Note 10 • Endowment and restricted income funds (continued)

10.2 Movements of major funds

(continued)

	Type PE, D or R	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Fund balances carried forward (£)
Total Restricted Funds		1,093,565	361,118	(735,004)	46,252	765,931
Unrestricted - General Funds	General	122,917	87,226	(4,312)	-	205,831
Designated Funds						
Chalkhill	D	29,703	250	-	-	29,953
Schools MH Projects	D	10,438	262	-	-	10,700
Total Other Designated Funds	D	144,437	19,737	(23,032)	-	141,142
Total Designated Funds		184,578	20,249	(23,032)	-	181,795
Total Funds		1,859,478	468,593	(762,348)	-	1,593,952

10.3 Charity Ownership

Sussex Partnership NHS Foundation Trust is the Corporate Trustee of the Charitable Funds governed by the law applicable to Trusts, namely the Trustee Act 2000 and the Charities Act 1993. The Corporate Trustee of the Charity acts through the decisions and actions of the executive and non-executive members of Sussex Partnership NHS Foundation Trust Board. Where statute permits, the Board delegates authority for the review of strategy, activity and compliance to a subcommittee of the Board called the Charitable Funds Committee.

Notes to the accounts

Note 11 • Transactions with related parties

11.1 Remuneration and Benefits

There has been no remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it during 2023/24 (£Nil 2022/23).

11.2 Loans

There are no loans owing to or from the charity's trustees or other related parties by the charity at the year end (£Nil 2022/23).

11.3 Related parties

Sussex Partnership NHS Foundation Trust is a sole trustee of the charity. All items of income and expenditure go through Sussex Partnership NHS Foundation Trust's accounts on the charity's behalf. At the year end £486,915 (2022/23 £92,475) was owed to the Trustee, and £Nil (2022/23 £Nil) owed by them. During the year, none of the members of the NHS Foundation Trust Board or senior NHS Foundation Trust staff or parties related to them were beneficiaries of the charity.

There are no other transactions with related parties.

Notes to the accounts

Note 12 - Grants (Patient Welfare & Amenities) paid of £3,500 or over

	£
MH Collaborative Grants Programme	290,971
NHS Charities Together Stage 2 – Training	47,153
Grants and Programme Manager	40,004
GoodSpace DCMS volunteering project	24,807
Lindridge Centre	18,490
Chalkhill Rockinghorse Fund	17,727
NHS Charities Together Stage 3 Award	15,918
Health Foundation	11,227
Hampshire Therapy Fund	7,146
Natural England	6,600
Second wave Covid-19 funding	5,070
Kitty Harrison Memorial Income Fund	5,057
General - SPFT Charity	4,312
Small grants across SPFT hospitals and services	18,148
Total	512,630

Notes to the accounts

for the year ended 31 March 2024

Note 13 · Statement of financial activities comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total last year (£)
Income and endowments from:						
Donations and legacies	3	14,306	373,052	37,590	-	424,948
Investments	3	25,907	-	-	9,584	35,491
Total		40,213	373,052	37,590	9,584	460,439
Expenditure on:						
Raising funds	4	-	104,520	-	-	104,520
Charitable activities	4	5,003	391,654	24,031	500	421,188
Total		5,003	496,174	24,031	500	525,708
Net income/ (expenditure)		35,210	(123,122)	13,559	9,084	(65,269)
Transfers between funds		4,833	1,036	(5,869)	-	-
Net movement in funds		40,043	(122,086)	7,690	9,084	(65,269)
Other recognised gains/(losses):						
Net gains and (losses) on investment assets	7	-	-	-	(14,373)	(14,373)
Net movement in funds		40,043	(122,086)	7,690	(5,289)	(79,642)
Reconciliation of funds:						
Total funds brought forward		82,874	1,215,651	176,888	463,707	1,939,120
Total funds carried forward		122,917	1,093,565	184,578	458,418	1,859,478

Notes to the accounts

at 31 March 2024

Note 14 • Balance sheet comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total last year (£)
Fixed Assets						
Investments		-	-	-	412,165	412,165
Total fixed assets		-	-	-	412,165	412,165
Current assets						
Debtors	8	-	313,442	-	-	313,442
Investments	7	-	268,819	-	-	268,819
Cash at bank and in hand		122,917	735,697	184,578	46,253	1,089,445
Total current assets		122,917	1,317,958	184,578	46,253	1,671,706
Creditors: amounts falling due within one year	9	-	224,393	-	-	224,393
Net current assets/(liabilities)		122,917	1,093,565	184,578	46,253	1,447,313
Total assets less current liabilities		122,917	1,093,565	184,578	458,418	1,859,478
Total net assets		122,917	1,093,565	184,578	458,418	1,859,478
Funds of the Charity						
Unrestricted funds	10	122,917	-	-	-	122,917
Restricted income funds	10	-	1,093,565	-	-	1,093,565
Endowment funds	10	-	-	-	458,418	458,418
Designated funds	10	-	-	184,578	-	184,578
Total charity funds		122,917	1,093,565	184,578	458,418	1,859,478

Legal & Administrative Information

Heads On is an NHS charity in the corporate trustee model, established for charitable purposes in relation to the NHS and particularly for the benefit of patients of Sussex Partnership NHS Foundation Trust.

Trustee

The Charity has a Corporate Trustee – Appointments to the Corporate Trustee are made in accordance with Financial Standing Orders and prevailing guidance and/or legislation from the Department of Health or Appointments Commission.

Charity's Principle Address

Portland House
Richmond Road
Worthing
West Sussex
BN11 1HS

Charity's Independent Examiners

Kreston Reeves
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Sussex Partnership NHS Foundation Trust Corporate Trustee Membership for 2023/24

Peter Molyneux

Trust Chair (to April 2024)

Sean Duggan, OBE

Trust Chair (from April 2024)

Peter Aitken

Chief Medical Officer (from May 2023 to Oct 2024)

Teresa Barker

Chief Nursing Officer

Simon Blake

Non-Executive Director (from August 2023)

Dinesh Bhugra

Non-Executive Director

Dan Charlton

Chief Communications Officer

John Child

Chief Operating Officer

Kevin Crowley

Non-Executive Director

Oliver Dale

Chief Medical Officer (from Oct 2024)

Rachel Goldsworthy

Chief of Staff (from August 2023 to September 2024)

Jo Larbie

Non-Executive Director & Vice Chair (to March 2024)

Nitin Mehta

Non-Executive Director

Usman Niazi

Chief Finance Officer & Deputy CEO

Funmi Onamusi

Chief People Officer

Jane Padmore

Chief Executive Officer

Gurprit Pannu

Chief Digital & Information Officer (from August 2023 to January 2024)

Anil Patil

Non-Executive Director (from July 2024)

Anna van der Gaag

Senior Independent Director

Cathy Winfield

Non-Executive Director (from Oct 2024)

Claire Woolcock

Interim Chief Medical Officer (to May 2023)

Charity Staff Team

Rachael Duke

Charity Director

Jennie Rule

Head of Fundraising & Deputy Charity Lead

Rachel Blair

Grants & Programmes Manager

Abi Harley

Charity Officer – on maternity leave

Beth Reske

Charity Officer – maternity cover

Nicola Benge

Living Histories Project Manager



Contact us

Sussex Partnership NHS Foundation Trust

e: spft.headsoncharity@nhs.net

w: headsoncharity.org

HEADS ON

England & Wales - Charity number 1051736

Accounts



Sussex Partnership NHS Foundation Trust's Charity



Trustees' Report and Financial Statements

For the year ended 31 March 2023

Charity Registration Number: 1051736

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Message from the Chair and Chief Executive of Sussex Partnership NHS Foundation Trust **Peter Molyneux and Dr Jane Padmore**



An opportunity to do things differently

It is our pleasure to introduce Heads On's annual report and accounts for 2022-23. This report shows that against the backdrop of another year of tremendous challenge across NHS mental health and learning disability services, we are at our best when we work hand in hand with our NHS charities to create change.

As we navigate the legacy of the pandemic, a cost of living crisis, significant levels of need for our services and our ambitious transformation programmes, it is clear that the NHS must continue to improve and innovate. The last 3 years have tested the mental health of the nation, with mental ill health now the leading cause of disability in the UK. We need to harness the skills and expertise of our NHS charity partners to develop services for the future, and create new opportunities to improve services for the local communities we serve. As our official NHS charity, Heads On specialises in the art of the possible, showing what we can create when we work in partnership with our communities to put people first.

As part of Sussex's transformation of mental health community services, Heads On has delivered our Mental Health Voluntary, Community and Social Enterprise (VCSE) grants programme, supported by NHS Sussex, awarding funding across the county that support people's recovery and enables them to live well in their communities. The grants programme builds strong partnerships between the NHS and voluntary sector that put people at the heart of their own recovery, on their own terms. It involves peer support, arts-based recovery, specialist therapy for refugee and asylum-seeking communities and piloting mental health support for male Gypsy Romany Travellers.

“Breaking down the stigma of mental health is key to our success.”

In a world where black people are almost 5 times as likely as white people to be detained under the Mental Health Act, the Charity's work to address ethnic inequalities in healthcare continues apace, delivering anti-racism training in partnership with Brighton & Sussex Medical School across the Sussex healthcare system. This involves training NHS, voluntary sector and social care colleagues alongside one another. Feedback has been overwhelmingly positive and Heads On are working to develop the programme.

Across the NHS, staff continue to work tirelessly to meet the needs of patients, families and carers. They continuously demonstrate compassion and commitment to providing high quality care. The Charity's Nightwaking project launching in summer 2023, will support Sussex Partnership's night staff; who work in particularly challenging circumstances and can face many health inequalities and barriers to career progression.

Prevention is key to successfully addressing health inequalities. This involves addressing the root causes of poor mental health and offering creative routes to recovery. More Than Football, in partnership with Brighton & Hove Albion's Albion in the Community, shows what is possible when NHS charities reach outside the NHS. An early suicide prevention project for middle aged men, More Than Football has been hugely successful; using the power of football to support men to build confidence, play a part in their communities and, crucially, talk about and seek help for their mental health. It has helped us reach men who would not otherwise engage with mental health services.

As an NHS charity, Heads On demonstrates that out of the most challenging of times can come moments of innovation, beauty and joy. Make Your Mark's programme of music workshops for people with severe mental illness, launched by Fatboy Slim in summer 2022 and supported by Heads On, did exactly that. This initiative created unique opportunities for music participation at Sussex Partnership, at the same time as challenging the stigma and discrimination that is still too often associated with mental illness.

Breaking down the stigma of mental health is key to our success. Our thanks go to everyone who has supported Heads On's work this year. It is as a result of you, your conversations, awareness raising and fundraising, that we have been able to achieve everything we have. Your support means so much, to everyone who has ever struggled with their mental health. Thank you.

Peter Molyneaux

Chair, Sussex Partnership NHS Foundation Trust

Dr Jane Padmore

Chief Executive, Sussex Partnership NHS Foundation Trust

Message from the Charity Director Rachael Duke

Partnerships for the future

Heads On's history is rooted in partnership, with one foot in the NHS and the other in the voluntary sector. Since we launched in 2014 we have worked to ensure people with mental health problems can access the very best care possible both within and in partnership with the NHS, in whatever way works for them.

Over the last 12 months, key to this has been our external grant making - something we had not undertaken prior to the pandemic and which became an essential part of the recovery support we were able to offer people. With our fundraising staff pivoting to focus on delivering our grant programmes, we were able to make new grants this year totalling £270,000 to 10 community projects across Sussex, supporting recovery and relieving pressure on the NHS. Whilst this had an impact on our fundraising income, it enabled us to support people across the county facing some of the greatest health inequalities which had been significantly exacerbated by Covid-19.

As an NHS charity our most important partner remains Sussex Partnership, who share our commitment to addressing health inequalities both locally and with national relevance. Co-produced evaluation of community services by people from minoritised communities makes recommendations for how NHS mental health services can improve and was published this year. Our partnership with the Health Foundation has enabled us to deliver our AI for Length of Stay project, testing whether machine learning could predict length of stay on adult mental health wards to improve patient outcomes. At the same time, our internal small

grants programme supports projects across the Trust to improve everyday life for service users and staff; this will always be essential to our work.

Alongside clinically focused projects, our creative recovery programme continues to grow - Good Space, delivered in partnership with Brighton Dome & Brighton Festival and Sussex Past offers high quality arts and sports volunteering opportunities for people with experience of psychosis. It is a celebration of partnership working and has done much to challenge the stigma around severe mental illness. We are delighted to be working with Natural England and Recovery Partners to support user-led natural recovery research - we await the results of this work with much anticipation.

People who use Sussex Partnership services tell us how much it matters to them that their mental health is seen in the context of their whole lives. At Heads On, by working in partnership with community organisations, NHS partners, academia and the arts and sports, we seek to do exactly that, supporting people to maintain better mental health throughout their lives. This simply would not be possible without the generosity of our partners, funders and supporters. From the bottom of our hearts, thank you.

Rachael Duke
Charity Director



Charity Objectives & Activities



Heads On's strategy 2021–2025 focuses on:

- **Health Inequalities and how to address them.**
- **Championing the needs, rights and voices of people who use mental health, learning disability and neuro-diverse services, challenging stigma and discrimination.**
- **New opportunities that support recovery through non-clinical routes, for example the arts, sports and education.**

Heads On is governed by a Declaration of Trust and exists to support any charitable purpose or purposes relating to the National Health Service and particularly the Mental Health Sector that would not normally be covered by main NHS funds. We are the official charity of Sussex Partnership NHS Foundation Trust and a member of NHS Charities Together.



Heads On develops, fundraises for and supports projects that empower people with mental health problems, learning disabilities and neurodivergent conditions in their journeys, building a more equal world for everyone. To ensure Heads On can react swiftly to emerging needs, the Charity pay particular attention to ensuring continuing unrestricted donations.

We work tirelessly to enhance NHS services through charitable giving, in accordance with our charitable objects, paying due regard to guidance from the Charity Commission. We pride ourselves on

fundraising consciously, by making sure donations truly add value to service users' experience and all expenditure is carefully considered.

Trustees award grants to projects delivered by Sussex Partnership NHS Foundation Trust and external partners that support people with mental health problems in their recovery or address healthcare needs within the wider population. This can also include supporting projects for staff that will improve patients' experience. Grants are only awarded through published funding programmes and unsolicited applications are not accepted. The monies required to support our work are secured through fundraising from our local communities, charitable trusts and foundations, individual donors, corporate sponsors and from grant making bodies.

Our parent NHS Trust, Sussex Partnership, provides mental health, learning disability and neurodevelopmental services to people living in south east England. Its services are for children, young people, adults of working age and older people.

The Trust provide care in a range of locations including people's own homes, specialist clinics, hospitals, low and medium secure units and GP surgeries.

Sussex Partnership is passionate about research and aims to put it at the core of everything they do to continually improve clinical care. The Trust is a member of the University Hospital Association and part of the Sussex Health and Care integrated system.

Review of the Year

Achievements and Performance



Review of the Year



During 2022/23 Heads On's core focus has been on delivering our grants programmes into the voluntary sector, supporting over £270,000 of projects that address suicide prevention and complement the transformation of NHS community mental health services, supporting people's recovery in their communities in places and spaces that work for them.

This has built on our learning from delivering Community Partnership Grants on behalf of NHS Charities Together during the pandemic, and has enabled Sussex Partnership and NHS Sussex to support a programme of voluntary sector led work that reaches people who can face many barriers to accessing NHS support and significant health inequalities, including refugees, travelling communities and the LGBTQ+ community. The NHS Long Term Plan recognises the vital role the voluntary sector plays in supporting people to stay well in their communities, and our work offers a template for how NHS trusts might wish to consider working with their NHS charities to support this.

Alongside our partnership grants programmes, our commitment to innovation remains, and we are delighted to have launched a range of essential pilot programmes this year to support people most impacted by the pandemic. Support for families on CAMHS waiting lists is much needed as mental health needs amongst young people following the pandemic continue to grow. Nightwaking will support Sussex Partnership night staff, who can face many health inequalities and barriers to career progression. Good Space provides arts and sports volunteering opportunities for people using early intervention in psychosis services, alongside our pilot music workshop programme for people with severe mental illness.

Our support to enhance day to day life for people using and working within Sussex Partnership services continues, with over £46,000 made available in small grants that make a real difference to people's experience. Funding sea swimming, the Heads On run club, yoga classes and gym equipment through to gardening programmes, arts and crafts activities and sensory spaces, creative recovery is testament to our commitment to support new work that offers non-clinical routes to recovery.

As our small team have focused on grant making over the last year, our fundraising income has dropped, alongside the economic challenges faced by all charities fundraising during the cost of living crisis. A renewed approach to fundraising will be vital for the year ahead to sustain the level of growth and ambition Heads On has been able to deliver to date and is part of the strategy review we are undertaking to build a robust NHS charity for the future at the heart of Sussex Partnership's strategic development.

Over the last 12 months we have:



Awarded £220,000

in grants to voluntary sector partners, supporting recovery in community settings

- Creative recovery 22%
- Health inequalities 45%
- Suicide prevention 33%



Awarded £46,000

in grants across Sussex Partnership to improve day to day life for staff and patients including:

- Creative recovery 59%
- Kit and equipment for people in hospital 37%
- Staff support 4%



Launched

- Family support for people on CAMHS waiting lists
- Nightwaking - addressing health inequalities and barriers to career progression faced by night staff
- Goodspace volunteering in sport and the arts
- Recovery through music pilot programme

Mental Health Sussex Community Grants

Grant making on behalf of an Integrated Care Board

In early 2022, building on its external grant making experience, Heads On took on the management of a voluntary sector grants programme on behalf of the mental health collaborative of Sussex Health & Care, funding work across the county addressing suicide prevention and complementing the transformation of NHS community mental health services. Grant making is an important part of partnership working with the voluntary sector, enabling smaller organisations to access funding, as recommended in the NHS Long Term Plan.

The programme has supported voluntary sector partners across the county to Innovate with new programmes, Build on existing work and Grow their own organisations. We have made awards totalling **£220,000** during 2022/23 and been able to target people who have been most impacted by the pandemic.

Organisation name	Location of funded work	Project title	Funding Priority	Innovate / Build	Number of people reached	Grant Amount
West Sussex Mind	Littlehampton	Littlehampton Peer Outreach: Supporting people with severe mental illness in their community before they reach crisis	Transformation	Build	50	£25,000
BWC (Brighton Women's Centre)	Brighton and Hove	Together Mental Health: Improving access to mental health provision for women in Brighton & Hove with complex trauma histories	Transformation	Build	44	£25,000
Refugee Radio	Hastings	Refugee Hub providing long-term trauma therapy (EMDR) and a weekly mental-health support group.	Transformation	Build	200	£25,000



Review of the Year

Organisation name	Location of funded work	Project title	Funding Priority	Innovate / Build	Number of people reached	Grant Amount
ONCA Trust Ltd	Brighton	Dresscue: Community sewing space for people experiencing personality, emotional intensity and attachment disorders.	Transformation	Build	50+	£20,000
Sussex Cricket Foundation	Crowborough	Sussex Sporting Memories: to help tackle loneliness and depression in later life and for those living with dementia.	Transformation	Build	50	£10,000
Friends, Families and Travellers	Brighton	Fighting Talk: giving male travellers basic tools to support their mental health	Transformation	Innovate	20	£15,000
Grassroots Suicide Prevention	Brighton and Hove, Eastbourne, Hastings, Crawley	Developing and delivering a new suicide prevention training approach for non-clinical staff working across Sussex.	Suicide Prevention	Build	300	£45,000
Citizens Advice in West Sussex (North, South, East)	Langley Green, Crawley	Citizens Advice Langley Green Hospital Money Advice Suicide Prevention Project	Suicide Prevention	Build	200	£35,000
MindOut LGBTQ Mental Health Service	Worthing and Crawley	LGBTQ Community Suicide Prevention	Suicide Prevention	Build	50+	£20,000

In addition, we have awarded £50,000 to West Sussex Mind to establish and coordinate the development of a West Sussex Voluntary, Community & Social Enterprise Mental Health Network.

Grants will continue to be made throughout 2023/24.



"We are delighted to have supported such a breadth of work through our community grants, the following case studies show the impact this funding has had."

Review of the Year

Grant recipient:

ONCA Trust Ltd

Total funding awarded in 2022–23:

£20,000

Project:

Dresscue

**Community sewing space
for people experiencing
personality, emotional
intensity and attachment
disorders.**



Dresscue is a community sewing space providing creative and social opportunities for people accessing support through Lighthouse, a specialist service for people experiencing personality, emotional intensity and attachment disorders provided in partnership between Sussex Partnership, Southdown and Mind in Brighton and Hove.

Through weekly workshops, participants learn and connect socially through creative activity reducing loneliness, building mental and community resilience and supporting people to contribute to, and participate in, a creative recovery programme that sustains them.

The structure and logistics of the sewing sessions were co-produced with Lighthouse members.

Dresscue participants report they have experienced improvements in:

- **feeling part of a community**
- **opportunities to have fun**
- **improved wellbeing**
- **confidence in joining community spaces**

Staff from Lighthouse observed that many members appeared more relaxed in this space, displayed more confidence, and had a better understanding of boundaries.

'Two other members, whose attendance at Lighthouse groups has been poor in the past, have attended multiple groups and stayed for the full three-hour session, which represents huge progress for both of them.' - Lighthouse group case study

One participant explained: "It gets me out of bed in the morning. It gives me the excuse to get out and go. I said to Lisa (Lighthouse staff) today I was lying in bed thinking oh I can't be bothered to get up and then I thought, no I've got sewing. I've got to get up because I enjoy doing it. And you're just so helpful. I can't believe I've done a lot, I've learnt a lot. Even though it's only lavender bags I've actually learnt a lot of sewing techniques. I just really enjoy this group, it's one of my favourite groups of the week."

'I think you've made a big difference to me and especially my mental health. Just the whole programme has been a good thing for me and it's nice how you help people and you're going to help me make my paddington bear coat.'

Dresscuc continues into Spring 2024.



Review of the Year

Grant recipient:

Brighton Women's Centre

Total funding awarded in 2022–23:

£24,999.97

Project:

Together Mental Health

Improving access to
mental health provision
for women in Brighton
& Hove with complex
histories

womenscentre.org.uk



Brighton Women's Centre (BWC) help women from all backgrounds, facing all kinds of issues, to live happier lives.

Together Mental Health is a two-year project providing women facing multiple disadvantages in Brighton & Hove with therapeutic support, ensuring that barriers to mental health recovery are reduced by:

- **Offering a choice of in-person or remote delivery**
- **Offering therapy at locations in the community where women live**
- **Ensuring cost is not a barrier by offering therapy free of charge for women who are facing food insecurity or needing support with the cost-of-living crisis**
- **Arranging childcare or transport costs where needed**

During the first six months of the funding period:

- **63% of women receiving therapy reported reduced anxiety and nervousness**
- **63% of women receiving therapy reported improved sleep**
- **75% of women receiving therapy reported decreased unhappiness**

G's story

'G is woman in her forties, with a history of childhood abuse - emotional, physical and sexual. She came to BWC asking for support with 'closing the door' on her relationship with her mum, who she had experienced a troubling relationship with throughout her life. She was also looking for help to speak up for herself in relationships without becoming overwhelmed by anger. G was also going through the process of her children returning to live with her after a period in care.

At times, G would use the time to process the ups and downs of the week and the very emotional experience of being a full-time mum again. This involved working on understanding the complex mix of feelings of guilt, hope, loss and joy that she was experiencing on a daily basis.

Through the lens of her everyday experiences and using the therapeutic relationship as a model, G had the opportunity to reflect on the kind of relationships she wants to have in her life and how she can create them. She decided not to end contact with her mother, instead choosing to manage their communications in a way that was more comfortable for her. She worked on her other relationships, finding ways to tell the truth of her own experiences in ways that could be heard. This involved the pain of realising when others were not in a position to be ready to listen to her. Finally, G was able to express that she would have liked more counselling sessions, but that she felt that she got what she had hoped for during her time with BWC.



Creative Routes to Recovery



GOOD SPACE

Arts and sports volunteering opportunities for people with mental health problems



In 2022 Heads On partnered with Brighton Dome & Brighton Festival and Sussex Past as founders of Good Space, funded by the DCMS's Volunteering Futures Fund via Arts Council England.

The programme provides creative, inclusive and meaningful volunteering opportunities in arts, heritage and sports organisations across Sussex for people with mental health problems with placements including De La Warr Pavilion, Ditchling Museum of Art & Craft, Hastings Fat Tuesday, Sussex Cricket and Worthing Theatres and Museums.

Heads On has trained the host organisations in supporting volunteers with mental health problems and/or neurodiversity and is co-producing a buddy model to support people using Sussex Partnership's Early Intervention in Psychosis services into volunteering. For people who have experienced a first episode of psychosis, there can be many barriers to accessing volunteering and employment, particularly the stigma that persists around severe mental illness. Good Space aims to change this, through informed and inclusive training and buddying people with peers with lived experience to support their volunteering journey.

"Being involved in the Good Space co-production has been really exciting. To be asked to be a part of a new idea/project, made my past experiences feel very valued. I liked how everyone was treated with the same respect. It all felt very balanced and inclusive. And it was really nice that the co-production opportunity follows with another opportunity which is to be involved in it. The feeling of continuity as an EBE feels important."

Amelia, Good Space Expert by Experience

Music Workshops

for People with Severe Mental Illness

Heads On is a proud funder of Sussex Partnership's Make Your Mark programme, supporting creative recovery through arts participation.

In summer 2022 we saw first-hand the power of music and finding your creative voice for people with severe mental illness, when we funded a series of music workshops at Rockwater in Hove for people using services across Sussex. They launched with a DJ workshop with Fatboy Slim who said of the workshops "It's sort of life-affirming really, it's good for me to see the people who've never touched a set of decks before going between two tracks and thinking: 'Whoo!' Sometimes I can get a bit blasé about what I do for a job, and seeing that innocent joy about the way you can manipulate music: it's exciting, it centres you, it gives you a nice warm feeling. So it's joyful to see people who've been struggling going through that process."

"genuinely loved it": "It makes you want to pursue it more and think, 'I am good enough, I do exist in this world, I'm not just past it.'"

Jess, participant and drummer



"it's joyful to see people who've been struggling going through that process."

Fatboy Slim

Looking to the Future



Looking to the Future

Over the last three years the nation has faced the greatest public health crisis in living memory, with the Covid-19 pandemic disrupting all our lives in ways we never thought possible. We now face a sustained cost of living crisis, and turmoil across the globe, at a time when financial security, stability and safety have never been more needed.



In NHS mental health services, we are seeing unprecedented demand for our care, as the nation struggles to deal with the health, social and economic impacts of the pandemic and their effects on mental health. It is clear that the work of Heads On has never been more important.

Throughout 2023-2024, Heads On's strategic review will inform the future direction of the charity, focusing our efforts on the areas where we can have the greatest impact and tackling the root causes of mental ill health. A refreshed fundraising strategy will build sustainable funding routes for the charity and allow for the impact the cost of living crisis is having on charitable income across the sector.

Service users tell us that their mental health is just one part of their story, and that the best kind of support comes when their mental health is seen and cared for within the context of their whole life.

The transformation of NHS community services seeks to provide care in places and spaces that feel right for people, giving them choice in how they access services and in the roles they play in their communities. At Heads On, our work to deliver non-clinical routes to recovery, tackle the root causes of mental health and create support for those who can face real barriers to accessing services means our potential as a strategic partner to Sussex Partnership has never been greater.

Whilst the pandemic has left crisis and disruption in its wake, it has been a great leveller for the conversation on mental health, normalising and building acceptance. As a proactive NHS fundraising charity, the time for Heads On to build on this is now.

Financial Review



Total operating income for the financial year was £460k (2021/22: £1.9m).

Donated income includes a grant from Sussex Partnership NHS Foundation Trust of £219k to fund the operational costs of the charity.

The reduction in income from 2021/22 sees a return to pre-pandemic levels and is in part attributable to the deployment of the charity's fundraising staff to running external grant programmes, thus reducing fundraising activity in year. Income in 2021/22 was exceptionally high due to non-recurrent income received to deliver external grant programmes which will conclude in Spring 2025.

Expenditure for the year was £526k as follows:

Charitable Activities £421k

(2021/22: £764k).

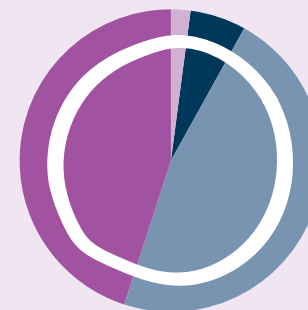
Support Costs £115k (2021/22 £48k)

Raising Funds £105k (2021/22 £140K)

Increased support costs reflect the management of external grants programmes which the charity was commissioned to deliver. Within these programmes, whilst significant grant commitments have been made as detailed in note 5 of the accounts, these are not yet shown as expenditure within the accounts.

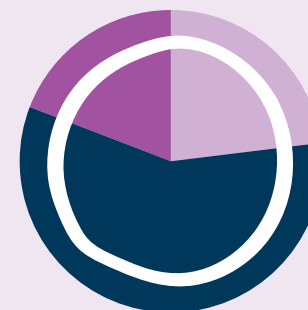
As an active NHS charity, predominantly funding projects within our parent NHS Trust and making external grants with restricted donations, our annual expenditure sometimes exceeds our income as we spend funds that we have held over time or restricted donations that are fundraised for specific, time-limited programmes. When these funds are spent they are not routinely replenished, particularly if they are restricted for specific projects or services.

The statement of financial activities shows net expenditure for the year of £65k and net losses on investments of £14k.



INCOME

45% Donations/Grants
47% Donation from NHS Trusts
2% Dividends
6% Bank Interest



EXPENDITURE

19% Raising Funds
58% Charitable Activities
23% Support Costs

Investments: including Investment Strategy and Performance

The balance sheet consists predominantly of investments, including cash and within stocks and shares.

The committee continues to adopt a low risk investment strategy when dealing with short term investment of donated monies, with current asset investments totalling **£269k** (2021/22 £266k). Heads on has continued its investment strategy during the year to include some long term equity investments to help improve the returns against its endowment funds which totalled **£458k** (2021/22 £464k) at the year end. The equity investments decreased in value during 22/23 due to reduced investment portfolio performance.

The endowment funds of **£458k** (2021/22 £464k) are predominantly invested in equity investments as detailed above, with **£46k** (2021/22 £37k) remaining within cash at bank.

Restricted Funds

Restricted funds of the Charity total £1.1m (2021/22: £1.2m) and comprise:

- **West Sussex Dementia Services**
Kitty Harrison Memorial Fund
- **Service Improvement**
Health Foundation
NHSCT Development Grant
- **Care home support**
Lindridge
- **Support for People with a Learning Disability**
Springboard Learning Disability Project (Springwell)
- **Support for Children & Young People**
Chalkhill Rockinghorse Fund
Chalkhill Fund
- **Suicide Prevention**
Public Health East Sussex
- **Staff Support**
The Estate of Michael Joseph Czerwik
- **Creative Recovery**
Arts & Health Make for Tomorrow (Arts Council)
Good Space
- **Covid-19 Response**
Covid-19 Relief Fund
NHS Charities Together Funded Projects (Stage 2)
Covid-19 Minoritised Communities disparities programme
Second wave Covid-19 funding
- **Grant Making**
Mental Health Collaborative Grants Fund
Sussex Staff In Mind Bursary Scheme
- **Other restricted funds**

Reserves Policy – note 5 support costs

The Charity seeks to apply all funds received in an efficient and timely manner.

The Charity is mainly reliant on the generous goodwill of the local population and organisations through their donations and legacies. The holding of reserves allows for planned expenditure to progress as intended, uninhibited by the volatility of income levels from year to year.

The level of reserves held is determined by reference to future spending plans. This applies not only to general funds but also to the level of restricted funds, in the context of their terms of reference.

Funds are not allowed to accumulate except where plans may require sufficient funds to be initially collected, either by appeal or through the gradual build-up of donations before expenditure occurs. The Charity considers that it has met its reserves policy during the period, holding free reserves of **£123k** at the year end.

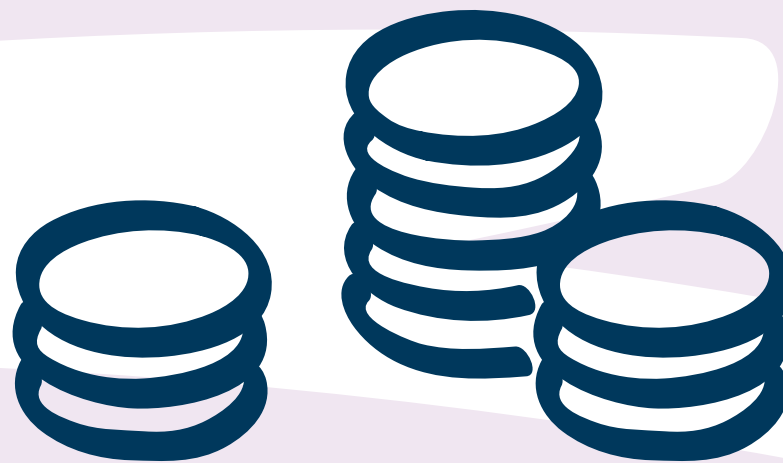
Financial Control and Risk Management

The Trust's Standing Orders and Financial Instructions apply in full to the operation of the Charitable Funds, which are subject to periodic review.

The Corporate Trustee fulfils its legal duty by ensuring that funds are spent in accordance with the objectives of each fund. By designating funds in this way the Trustee is able to respect the wishes of the donors.

The Trustee has also paid due regard to the Charity Commission guidance on public benefit.

The Trustee has complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to guidance published by the Charity Commission.



Unaudited Annual Accounts **for the year ended 31st March 2023**

The accounts have been prepared in accordance with Charities SORP FRS102, Accounting Standards and with the Charities Act 2011.

Statement of the Trustees responsibilities

The directors, who constitute the Executive Committee, are responsible for preparing the 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 Executive Committee to prepare accounts for each financial year which give a true and fair view of the state of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Executive Committee is required to:

- **select suitable accounting policies and then apply them consistently;**
- **observe the methods and principles in the Charities' SORP;**
- **make judgements and estimates that are reasonable and prudent;**
- **state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and**
- **prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in business.**

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

The report has been prepared in accordance with the provisions of the Companies Act 2006 relating to small companies.

By Order of the Trustee

Dr Jane Padmore
Chief Executive Officer

Date **08 January 2024**

Peter Molyneux
Chair

Date **08 January 2024**

Independent examiner's report to the trustees of Heads On

for the year ended 31 March 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HEADS ON

I report to the trustees on my examination of the accounts of Heads On for the year ended 31 March 2023.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000 your examiner must be a member of an appropriate body. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies. I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Trust as required by section 130 of the Act; or**
- 2 the accounts do not accord with those records; or**
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.'**

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report.

Lucy Hammond BSc FCA



Date: **08 January 2024**

For and on behalf of Kreston Reeves
Kreston Reeves LLP Chartered Accountants
9 Donnington Park
85 Birdham Road
Chichester
West Sussex
PO20 7AJ

Statement of financial activities

(incorporating the income and expenditure account) for the year ended 31 March 2023

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Income and endowments from:							
Donations and legacies	3	14,306	373,052	37,590	-	424,948	1,891,902
Investments	3	25,907	-	-	9,584	35,491	10,020
Total		40,213	373,052	37,590	9,584	460,439	1,901,922
Expenditure on:							
Raising funds	4	-	104,520	-	-	104,520	140,356
Charitable activities	4	5,003	391,654	24,031	500	421,188	763,528
Total		5,003	496,174	24,031	500	525,708	903,884
Net income/ (expenditure)		35,210	(123,122)	13,559	9,084	(65,269)	998,037
Transfers between funds	10	4,833	1,036	(5,869)	-	-	-
Net movement in funds		40,043	(122,086)	7,690	9,084	(65,269)	998,037
Other recognised gains/(losses)							
Net gains and (losses) on investment assets	7	-	-	-	(14,373)	(14,373)	21,986
Net movement in funds		40,043	(122,086)	7,690	(5,289)	(79,642)	1,020,023
Reconciliation of funds:							
Total funds brought forward		82,874	1,215,651	176,888	463,707	1,939,120	919,097
Total funds carried forward		122,917	1,093,565	184,578	458,418	1,859,478	1,939,120

All activities undertaken at the year-end were continuing operations.

Balance Sheet

as at 31 March 2023



	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Fixed assets							
Investments	7	-	-	-	412,165	412,165	426,538
Total fixed assets		-	-	-	412,165	412,165	426,538
Current assets							
Debtors	8	-	313,442	-	-	313,442	580,034
Investments	7	-	268,819	-	-	268,819	266,327
Cash at bank and in hand		122,917	735,697	184,578	46,253	1,089,445	1,096,778
Total current assets		122,917	1,317,958	184,578	46,253	1,671,706	1,943,139
Creditors: amounts falling due within one year	9	-	224,393	-	-	224,393	430,557
Net current assets		122,917	1,093,565	184,578	46,253	1,447,313	1,512,581
Total assets less current liabilities		122,917	1,093,565	184,578	458,418	1,859,478	1,939,120
Total net assets		122,917	1,093,565	184,578	458,418	1,859,478	1,939,120
Funds of the Charity							
Unrestricted funds	10	122,917	-	-	-	122,917	82,874
Restricted income funds	10	-	1,093,565	-	-	1,093,565	1,215,651
Endowment funds	10	-	-	-	458,418	458,418	463,707
Designated funds	10	-	-	184,578	-	184,578	176,888
Total charity funds		122,917	1,093,565	184,578	458,418	1,859,478	1,939,120

Signed by two
Directors on behalf of
the Corporate Trustee.

Dr Jane Padmore
Chief Executive Officer
Date of approval **08 January 2024**

Peter Molyneux
Chair
Date of approval **08 January 2024**

Statement of Cash Flows

for the year ended 31 March 2023

	Note	Total funds (£)	Total last year (£)
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	1	(40,332)	776,886
Cash flows from investing activities:			
Interest receivable		25,907	1,348
Dividends received		9,584	8,672
Sale/(Purchase) of investments		-	-
Net cash provided by (used in) investing activities		35,491	10,020
Cash flows from financing activities:			
Repayments of borrowing		-	-
Cash inflows from new borrowing		-	-
Receipt of endowment		-	-
Net cash provided by (used in) financing activities		-	-
Change in cash and cash equivalents in the reporting period		(4,841)	786,906
Cash and cash equivalents at the beginning of the reporting period	2	1,363,105	576,199
Change in cash and cash equivalents due to exchange rate movements		-	-
Cash and cash equivalents at the end of the reporting period	2	1,358,264	1,363,105

Statement of Cash Flows – Notes

Note 1 • Reconciliation of net (expenditure)/ income to net cash flow from operating activities

	This year (£)	Last year (£)
Net (expenditure)/ income for the reporting period (as per the statement of financial activities)	(79,642)	1,020,023
Adjustments for:		
Interest receivable	(25,907)	(1,348)
Dividends received	(9,584)	(8,672)
Gains on investments	14,373	(21,986)
Decrease in debtors	266,592	579,275
(Decrease)/ increase in creditors	(206,164)	368,144
Net cash provided by (used in) operating activities	(40,332)	1,935,436

Note 2 • Analysis of cash and cash equivalents

	This year (£)	Last year (£)
Held as current assets	1,089,445	1,096,778
Held within investments	268,819	266,327
Total	1,358,264	1,363,105

Notes to the accounts

Note 1 • Basis of preparation

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at fair value) in accordance with:

- **The accounts 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) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and with the Charities Act 2011.**

The functional currency of the charity is pounds sterling and items are rounded to the nearest pound.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Going Concern

The trustees consider that there are sufficient secured donations post year end and that there are no material uncertainties about the Trust's ability to continue as a going concern.

1.4 Legal Information

Legal information regarding the charity can be found within the annual report on page 46.

Notes to the accounts

Note 2 • Accounting policies

INCOMING RESOURCES

Recognition of income – Income is included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is probable the resources will be received;
- the monetary value can be measured with sufficient reliability.

Income with related expenditure – Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and donations – Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources amounts can be measured reliably and it is probable that funds will be received.

Tax reclaims on donations and gifts – Income from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

Contractual income and performance related grants – This is only included in the SoFA once the related goods or services have been delivered.

Donated services and facilities – These are only included in income (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer help – The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Investment income – This is included in the accounts when receivable.

Endowment Income – Endowment income is unrestricted

EXPENDITURE AND LIABILITIES

Liability recognition – Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Support costs – Include costs of the preparation and examination of statutory accounts, the cost of any legal advice to trustees on governance or constitutional matters. Costs also include central functions that have been allocated to activity cost categories on a

basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by time spent and other costs by usage.

Grants with performance conditions – Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Grants payable without performance conditions – These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

EXPENDITURE AND LIABILITIES

Accumulated Funds – Restricted and Permanently Endowed funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts. 25% (2021/22: 24%) of accumulated funds were held as Permanent Endowment Funds at the end of the year.

ASSETS

Fixed assets – The charity holds no property, equipment or heritage assets.

Investments – Quoted stocks and shares are initially recognised at fair value which is normally the transaction price excluding transaction costs. Subsequently they are measured at fair value at the balance sheet date. The Statement of Financial Activities include net gains and losses arising on revaluation and disposals throughout the year.

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

Cash at bank and in hand – Cash at bank and in hand includes cash and short term highly liquid investments. The Trustees seek to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

Notes to the accounts

Note 3 · Analysis of income

Donations and legacies

	This year (£)	Last year (£)
Donations/ grants	205,635	1,703,630
Donation from NHS Trusts	219,313	188,272
Legacies	-	-
Total	424,948	1,891,902

Investments

Bank Interest	25,907	1,348
Dividends received	9,584	8,672
Total	35,491	10,020

Note 4 · Analysis of expenditure

Raising funds

Salary costs - Gross Pay	58,105	90,697
Salary costs - NI	11,621	17,051
Salary costs - Pension	7,747	11,368
Database costs	2,308	6,330
Other costs	24,739	14,910
Total	104,520	140,356

Charitable activities

Patient Welfare & Amenities	306,395	715,611
Support costs (Note 5)	114,793	47,917
Total	421,188	763,528

Notes to the accounts

Note 5 • Support costs

	This year (£)	Last year (£)
Management & Administration (including grant Programmes) – Salary Costs	90,490	31,665
Management & Administration (including grant Programmes) – NI	9,527	3,334
Management & Administration (including grant Programmes) – Pension	10,491	3,671
Annual Accounts / Examiner Fees / Bank Charges	4,285	9,247
Total	114,793	47,917

Included under support costs above, are **£2,874** (2021/22 £7,700 audit fees) of governance costs, which relate to independent examination fees.

At the end of 2022/23 there was approx **£737k** (2021/22 £937k) of bids which had been approved but not yet spent.

These outstanding bid amounts mainly relate to the following funds:

MH Collaborative Grants Programme	£229,971
Grants and Programme Manager	£132,455
NHS Charities Together Stage 2 – Partners Fund	£131,917
The Estate of Michael Joseph Czerwik	£40,122
NHS Charities Together Stage 3 Award	£38,973
NHS Charities Together Stage 2 – Operational Support Costs	£32,822
GoodSpace DCMS volunteering project	£30,800
Health Foundation	£27,156
Second wave Covid-19 funding	£13,670

Heads On is a fundraising and grant making charity and has no staff employed by the charity. Sussex Partnership NHS Foundation Trust (SPFT) provide all administration and clerical services to the charity, including fundraising, which the Trust fund through a grant to the charity. All staff costs and pension contribution liabilities that may arise are solely the responsibility of SPFT.

The average number of staff during the year was equivalent to **4.6 full time staff** (4.0 in 2021/22).

There were no employees with annual remuneration over **£60,000** (nil in 2021/22).

Notes to the accounts

Note 6 • Details of certain items of expenditure

This year

Last year

6.1 Trustee expenses

Number of trustees who were paid expenses	None	None
Nature of the expenses	N/A	N/A
Total amount paid	£ NIL	£ NIL

6.2 Fees for the audit or independent examination of the accounts

The independent examination fees for 2022/23 were **£2,395 plus VAT** (2021/22 £6,250 plus VAT which for audit fees).

Note 7 • Investment assets

£

7.1 Short Term Investments

Carrying (fair) value at beginning of year	266,327
Add: additions/ transfers into investments at cost	-
Add: interest received	2,492
Carrying (fair) value at end of year	268,819

ANALYSIS OF INVESTMENTS

7.2 Market value at year end

Cash held as part of the investment portfolio	268,819
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7.3 Income from investments for the year

Cash held as part of the investment portfolio	2,492
---	-------

The investment relates to fixed rate deposits with Lloyds, Virgin Money and Cambridge and Counties.

Notes to the accounts

Note 7 • Investment assets (continued)

£

7.4 LongTerm Investments

Carrying (fair) value at beginning of year	426,538
Add: additions/ transfers into investments at cost	-
Less: disposals at carrying value	-
Add/(deduct): net gain/(loss)	(14,373)
Carrying (fair) value at end of year	412,165

ANALYSIS OF INVESTMENTS

7.5 Market value at year end

Investment portfolio - Equities	412,165
--	----------------

7.6 Income from investments for the year

Investment portfolio - Equities	9,584
--	--------------

The investment relates to an investment in the Newton SRI Fund for Charties.

Notes to the accounts

Note 8 • Debtors and prepayments

8.1 Analysis of debtors

	This year (£)	Last year (£)
Amounts falling due within one year		
Grants due	312,432	534,919
Other debtors	-	44,288
Prepayments and accrued income	1,010	827
Total	313,442	580,034

Note 9 • Creditors and accruals

9.1 Analysis of creditors

	This year (£)	Last year (£)
Amounts falling due within one year		
Other creditors	224,393	430,557
Total	224,393	430,557

9.2 Security over assets

No loan, overdraft or other creditor holds a charge or other security over any assets of the charity.

Notes to the accounts

Note 10 · Endowment and restricted income funds

10.1 Funds held

The following is a brief description of any of the material restricted and endowment funds held by the charity:

- permanent endowment funds (PE);
- expendable designated funds (D); and
- expendable endowment funds (EE);
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type	Purpose and Restrictions
Kitty Harrison Memorial Fund	PE	To enhance the lives of patients with dementia
Health Foundation	R	To be used for 'Advancing Applied Analytics' project only
Lindridge	R	For the benefit of Lindridge
Springboard LD (Springwell)	R	Supporting people with complex learning disabilities to have a voice in their care planning
Chalkhill Rockinghorse Fund	R	Funded as agreed by Rockinghorse
Chalkhill	D	To be used for Children & Young People for activities, outings, items over and above what should already be provided by NHS budget
Public Health East Sussex	R	To be used for Albion in the Community/ Movember suicide prevention and mental health awareness - education project
Covid-19 Relief Fund	R	To be used for the Covid-19 Relief Response
NHS Charities Together Stage 2 – Operational Support Costs	R	To be used for operational support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Training	R	To be used for training and related support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Partners Fund	R	To be used for programme delivery of 10 partner organisations as part of NHS Charities Together stage 2 community partnership fund
Covid-19 Minoritised Communities disparities programme	R	Held for any Charitable purpose that meets the criteria designated
Second wave Covid-19 funding	R	To be used for the 2nd Wave Covid-19 Relief Response
The Estate of Michael Joseph Czerwik	R	To be used to support nurse-led own account research studies
MH Collaborative Grants Programme	R	MH collaborative grants to VCSE
Sussex Staff in Mind Bursary scheme	R	To provide grants to individuals employed in the health and social care sector of an organisation within Sussex ICS

Notes to the accounts

Note 10 · Endowment and restricted income funds (continued)

Other restricted funds & New funds	Type	Purpose and Restrictions
Connolly House Legacy Fund	R	To be used for rehabilitation of patients in Chichester
NHS Charities Together funded projects	R	Held for any Charitable purpose that meets the criteria designated
Electronic Temperature Instruments	R	To be held for care packages for carers
NHS Charities Together Stage 3 Award	R	Held for any Charitable purpose that meets the criteria designated to NHS Charities Together Stage 3 Award
GoodSpace DCMS volunteering project	R	Project manager, buddy volunteer model. DCMS Volunteer project.
Grants and Programme Manager	R	project management costs NHSCT Stage 2, MH Collab Grants programme, Staff in Mind hardship grants
NHSCT Development Grant	R	Organisational Development grant - strategy development, website improvement
Langley Green – Life Music	R	To be used for Life Music sessions at LG.
FORGET ME NOT GARDEN (Previously Burrowes)	R	For use in the Forget me not Garden
Patricia Dervish Legacy	R	Restricted to Millview Hospital
Music Workshops – CLOSED	R	To be used for music workshops
Make for Tomorrow	R	Trustwide fund.
General Reserve	General	Held for any Charitable purpose that meets the criteria designated by the Charitable Funds Committee and available for access by all areas of the Trust.
Chalkhill	D	Children & Young People e.g activities, outings, items over and above what should already be provided by NHS budget.
Schools MH Projects	D	To support CAMHS teams across Sussex and Hampshire
Film Project CAMHS – CLOSED	R	To be used for CAMHS Film project

Notes to the accounts

Note 10 • Endowment and restricted income funds

10.3 Charity Ownership

Sussex Partnership NHS Foundation Trust is the Corporate Trustee of the Charitable Funds governed by the law applicable to Trusts, namely the Trustee Act 2000 and the Charities Act 1993. The Corporate Trustee of the Charity acts through the decisions and actions of the executive and non-executive members of Sussex Partnership NHS Foundation Trust Board. Where statute permits, the Board delegates authority for the review of strategy, activity and compliance to a subcommittee of the Board called the Charitable Funds Committee.

Note 11 • Transactions with related parties

11.1 Remuneration and Benefits

There has been no remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it during 2022/23 (£Nil 2021/22).

11.2 Loans

There are no loans owing to or from the charity's trustees or other related parties by the charity at the year end (£Nil 2021/22).

11.3 Related parties

Sussex Partnership NHS Foundation Trust is a sole trustee of the charity. All items of income and expenditure go through Sussex Partnership NHS Foundation Trust's accounts on the charity's behalf. At the year end **£92,475** (2021/22 £Nil) was owed to the Corporate Trustee, and **£Nil** (2021/22 £44,288) owed by them. During the year, none of the members of the NHS Foundation Trust Board or senior NHS Foundation Trust staff or parties related to them were beneficiaries of the charity.

There are no other transactions with related parties.

Notes to the accounts

Note 12 - Grants (Patient Welfare & Amenities) paid of £3,500 or over

£

MH Collaborative Grants Programme	110,417
Sussex Staff in Mind Bursary scheme	55,231
NHS Charities Together Stage 2 – Operational Support Costs	27,800
Covid-19 BAME disparities programme	23,929
Chalkhill Rockinghorse Fund	19,912
BAME grassroots engagement	10,200
The Estate of Michael Joseph Czerwik	9,406
Public Health East Sussex - CLOSED	8,319
Millview Hospital Caburn Ward	7,544
General - SPFT Charity	5,004
Small grants across SPFT hospitals and services	28,633
Total	306,395

Notes to the accounts

for the year ended 31 March 2022

Note 13 · Statement of financial activities comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total last year (£)
Income and endowments from:						
Donations and legacies	3	28,512	1,834,639	28,751	-	1,891,902
Investments	3	1,349	-	-	8,671	10,020
Total		29,861	1,834,639	28,751	8,671	1,901,922
Expenditure on:						
Raising funds	4	-	140,356	0	-	140,356
Charitable activities	4	5,119	739,033	19,376	-	763,528
Total		5,119	879,389	19,376	-	903,884
Net income/ (expenditure)		24,741	955,250	9,375	8,671	988,662
Transfers between funds		(708)	(26,161)	26,869	0	(26,869)
Transfers between funds	10	0	(140,645)	140,645	0	(140,645)
Net movement in funds		24,033	788,444	176,888	8,671	998,037
Other recognised gains/(losses):						
Net gains and (losses) on investment assets	7	-	-	-	21,986	21,986
Net movement in funds		24,033	788,444	176,888	30,657	1,020,022
Reconciliation of funds:						
Total funds brought forward		58,841	427,206	0	433,050	919,097
Total funds carried forward		82,874	1,215,651	176,888	463,707	1,939,120

Notes to the accounts

as at 31 March 2022

Note 14 - Balance sheet comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total last year (£)
Fixed assets						
Investments		-	-	-	426,538	426,538
Total fixed assets		-	-	-	426,538	426,538
Current assets						
Debtors	8	-	580,034	-	-	580,034
Investments	7	-	266,327	-	-	266,327
Cash at bank and in hand		82,874	799,848	176,888	37,169	1,096,778
Total current assets		82,874	1,646,208	176,888	37,169	1,943,139
Creditors: amounts falling due within one year	9	-	430,557	-	-	430,557
Net current assets/(liabilities)		82,874	1,215,651	176,888	37,169	1,512,582
Total assets less current liabilities		82,874	1,215,651	176,888	463,707	1,939,120
Total net assets		82,874	1,215,651	176,888	463,707	1,939,120
Funds of the Charity						
Unrestricted funds	10	82,874	-	-	-	82,874
Restricted income funds	10	-	1,215,651	-	-	1,215,651
Endowment funds	10	-	-	-	463,707	463,707
Designated funds	10	-	-	176,888	-	176,888
Total charity funds		82,874	1,215,651	176,888	463,707	1,939,120

Legal & Administrative Information

Heads On is an NHS charity in the corporate trustee model, established for charitable purposes in relation to the NHS and particularly for the benefit of patients of Sussex Partnership NHS Foundation Trust.

Sussex Partnership NHS Foundation Trust Corporate Trustee Membership for 2022/23

Peter Molyneux

Trust Chair

Jo Larbie

Non-Executive Director

Anna Van Der Gaag

Non-Executive Director

Dinesh Bhugra

Non-Executive Director (from February 2023)

Nitin Mehta

Non-Executive Director (from April 2022)

Kevin Crowley

Non-Executive Director (from February 2023)

Jane Padmore

Interim Chief Executive Officer (from January 2022)

Chief Executive Officer (from April 2022)

Usman Niazi

Chief Finance Officer and Deputy Chief Executive Officer (from April 2022)

Peter Aitken

Chief Medical Officer (from May 2023)

Teresa Barker

Chief Nursing Officer (from January 2023)

Dan Charlton

Chief Communications Officer

John Child

Chief Operating Officer

Funmi Onamusi

Chief People Officer (from April 2023)

Gurprit Pannu

Chief Digital and Information Officer

Colin Hicks

Chief Strategy and Partnerships Officer (from February 2023)

Rachel Goldsworthy

Chief of Staff (from August 2023)

Martin Richards

Non-Executive Director (to December 2022)

Amanda Jones

Non-Executive Director (to April 2023)

Carrie Llewellyn

Non-Executive Director (to April 2023)

Claire Woolcock

Interim Chief Medical Officer (to May 2023)

Mandy Burton

Interim Chief Nursing Officer (to January 2023)

Claire Webster

Interim Chief People Officer (to April 2023)

Trustee

The Charity has a Corporate Trustee – Appointments to the Corporate Trustee are made in accordance with Financial Standing Orders and prevailing guidance and/or legislation from the Department of Health or Appointments Commission.

Charity's Principle Address

Swandean
Arundel Road
Worthing
West Sussex
BN13 3EP

Charity's Independent Examiners

Kreston Reeves
37 St Margaret's Street
Canterbury
Kent
CT1 2TU.

Charity Staff Team

Rachael Duke

Charity Director

Jennie Rule

Head of Fundraising & Deputy Charity Lead

Rachel Blair

Grants & Programmes Manager

Abi Harley

Charity Officer – on maternity leave

Beth Reske

Charity Officer – maternity cover

Zoe Webb

Good Space Project Manager



Contact us

Sussex Partnership NHS Foundation Trust

e: headsoncharity@spft.nhs.uk

w: headsoncharity.org

HEADS ON

England & Wales - Charity number 1051736

Accounts



Sussex Partnership NHS Foundation Trust's Charity



Trustees' Report & Audited Accounts

For the year ended 31 March 2022

Charity Registration Number: 1051736

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Our Vision

A world where people with mental health problems, learning disabilities and neurodivergent conditions can access the support we all need to live the lives we choose. A world that works for both people and the planet.





Message from our Chair

Thank you for joining us in celebrating the achievements of Heads On over the last 12 months.

"Heads On has worked tirelessly to support the NHS to go further at the most demanding of times"

It has been another year of tremendous challenge across the NHS and Heads On has played an integral part in supporting the mental health recovery of patients, carers and staff. Our heartfelt thanks to everyone who has supported us. From marathon runners to schools, local businesses to regular donors, trusts and foundations and those who have left us a gift in their will, each and every one of you has made a real difference to people when they need us most.

As we continue to navigate the mental health impact of the Covid-19 pandemic on our communities, Heads On has worked tirelessly to support the NHS to go further at the most demanding of times.

Our external grant making has gone from strength to strength. Working in partnership with our national membership body NHS Charities Together and the Sussex Health & Care Partnership Heads On awarded community partnership grants across the voluntary sector in Sussex that bridge the gap between NHS and local communities, responding to the recommendations of the NHS Long Term Plan.

From suicide prevention programmes, to community hospice care and specialist support for families caring for young people with learning disabilities, we have worked hard to bring together NHS and voluntary sector services, meeting people's needs for local, responsive and compassionate care. Our huge thanks to all our partners, who go the extra mile every day to ensure people can access the help they need, when they need it.

Message from our Chair

Our work to address the health inequalities faced by people with mental health problems continues apace, and we are looking forward to the publication of the co-produced service evaluation on ethnic minority community service user experiences of a secondary care mental health service during the COVID-19 pandemic – which will help to inform Sussex Partnership's work to transform community services. Our programme of training in anti-racism in healthcare has received excellent feedback and we look forward to further sessions.

As our national membership body, NHS Charities Together have been a source of great support throughout the pandemic, from their phenomenal national fundraising campaign to training and development opportunities across the sector. Our immense thanks to them for their support.

At the core of Heads On's work is our desire to ensure that anyone with a mental health problem has the same dignity as anyone else. So much of this work is unseen and yet it is of real importance to the people who use Sussex Partnership's services, funding basic items such as underwear for people who are admitted to hospital with nothing. Our support is needed now more than ever.

As always, my thanks to the team at Heads On, for their tireless dedication to supporting staff, patients and carers in the most creative and compassionate of ways.

Looking to the future, it is clear that the NHS and Sussex Partnership will continue to face the pressures brought by the pandemic and that the challenges that existed prior to Covid-19 have not gone away – from persistent health inequalities faced by people with mental health problems, an aging population and increasingly lengthy waiting times. Heads On has a crucial role to play in supporting staff, patients and carers at Sussex Partnership to navigate these pressures and its focus on health inequalities and non-clinical routes to recovery is welcome and much needed.

The past two years have taught us that out of times of real challenge can come the brightest of moments. As we move beyond Covid-19 together I have every confidence that by working in partnership with our supporters, NHS and voluntary sector colleagues, patients and carers, Heads On will continue to make a very real difference to the lives of people with mental health problems across our communities.

Amanda Jones

Non-Executive Director of Sussex Partnership
NHS Foundation Trust and Charitable Funds
Committee Chair

"At the core of Heads On's work is the desire to ensure that anyone with a mental health problem has the same dignity as anyone else."

Message from our Head of Charity



Over the past 12 months we have worked hard to build on the achievements of NHS charities in 2020, developing a strategic programme of work within Sussex Partnership to address health inequalities faced by so many and consolidating our external grant making, for which we were fortunate to secure significant funding from NHS Charities Together and the Sussex Health & Care Partnership, reflected in our income this year.

Throughout all our partnership grants it is clear that our communities are struggling with their mental health. Covid-19 has taken its toll and we now face economic and political turmoil across the globe. The mental health impact of being financially unstable on people, families and communities cannot be underestimated. By working in partnership with local communities as a grant maker, Heads On has been able to support a programme of work that makes a very real difference to those struggling with their mental health whilst also relieving pressure on NHS services.

Our programme of work to address health inequalities has focused on ethnic inequalities in healthcare this year. Co-produced evaluation of community services by people from minoritised communities has made recommendations for how NHS mental health services can improve; our anti-racism training programme bringing together NHS, social care and voluntary sector staff has had excellent feedback and we are looking to roll this out; our internal cultural competency programme has supported staff across Sussex Partnership to build knowledge and understanding.

As we continue to move beyond Covid-19 it is clear there is much to do to meet the ever growing need for mental health support in our communities and address systemic disadvantage and health inequalities faced by so many. As Sussex Partnership continues programmes of significant transformation to innovate and improve mental health services, Heads On is committed to working alongside the Trust as a strategic partner, providing funding, partnerships and building growing awareness of and support for mental health in our local communities.

Rachael Duke
Head of Charity

Beyond Covid-19 – a strategic partner

Covid-19 stopped the world in 2020 and, working together with the NHS, Sussex Partnership, the voluntary sector, patients and carers, Heads On have been doing everything possible to support positive mental health ever since. Thank you to everyone who has joined us on this journey.

Message from the Chair and Chief Executive of Sussex Partnership NHS Foundation Trust

Bridging the gap between healthcare and communities

As we continue to experience the effects of the pandemic across the NHS, in mental health services we are seeing the impact of years of social restrictions, shifting regulations, disrupted education and the breaking down of support networks. Across the country we are seeing significant increases in referrals across all ages, people struggling with their mental health for the first time and pre-existing health inequalities exacerbated by Covid-19.

At the same time, the mental health legacy of Covid-19 is one of shared experience, of solidarity, of a growing acceptance of struggles and a breaking down of the stigma that can so hinder recovery. The NHS Long Term Plan represents the opportunity to transform how we care for people with mental health problems, bringing care closer to home and working hand in hand with our voluntary sector partners to support people in places that feel right for them.



Heads On's programme of work to address ethnic inequalities in health care brings benefits beyond Sussex Partnership, working across the county to build an evidence base and support innovation and improvement that will mean more compassionate care for patients, carers and staff.

As the largest employer in Europe, staff are the NHS's biggest asset and during the last 12 months they have been working in times of unprecedented pressure and change. Heads On's support for Sussex Partnership staff has been second to none. We look forward to the Charity's Nightwaking project, supporting Sussex Partnership's night staff; who work in particularly challenging circumstances and face many health inequalities.

Whilst the pressure on NHS mental health services shows no sign of abating, Heads On continues to rise to the challenge, securing funding for the roll out of Discovery College - supporting young people and families on waiting lists, building the evidence base for sport for recovery and co-producing and piloting volunteer opportunities for people who have used Early Intervention in Psychosis services across arts, heritage and sports organisations in partnership with Brighton Dome & Brighton Festival.

As we face the perfect storm of growing mental health needs in our communities and a cost of living crisis, Heads On has a vital role to play bridging the gap between healthcare and our communities, delivering programmes that have real and sustained impact, keeping people well and addressing the root causes of poor mental health.

Breaking down the stigma of mental health is key to our success and our huge thanks to everyone who has supported Heads On's work this year - your generosity goes far beyond the financial, building a more inclusive, compassionate world. Your support means so much, to everyone who has ever struggled with their mental health.

Peter Molyneux

Chair, Sussex Partnership NHS Foundation Trust

Dr Jane Padmore

Chief Executive, Sussex Partnership NHS Foundation Trust

"Heads On has a vital role to play bridging the gap between healthcare and our communities, delivering programmes that have real and sustained impact..."

Charity Objectives & Activities



Heads On is governed by a Declaration of Trust and exists to support any charitable purpose or purposes relating to the National Health Service and particularly the Mental Health Sector that would not normally be covered by main NHS funds. We are the official charity of Sussex Partnership NHS Foundation Trust and a member of NHS Charities Together.



Heads On develops, fundraises for and supports projects that empower people with mental health problems, learning disabilities and neurodivergent conditions in their journeys, building a more equal world for everyone. To ensure Heads On can react swiftly to emerging needs, the Charity pay particular attention to ensuring continuing unrestricted donations.

We work tirelessly to enhance NHS services through charitable giving, in accordance with our charitable objects, paying due regard to guidance from the Charity Commission. We pride ourselves on fundraising consciously, by making sure donations truly add value to service users' experience and all expenditure is carefully considered.

Trustees award grants to projects delivered by Sussex Partnership NHS Foundation Trust and external partners that support people with mental health problems in their recovery or address healthcare needs within the wider population. This can also include supporting projects for staff that will improve patients' experience. Grants are only awarded through published funding programmes and unsolicited applications are not accepted.

The monies required to support our work are secured through fundraising from our local communities, charitable trusts and foundations, individual donors, corporate sponsors and from grant making bodies.

Our parent NHS Trust, Sussex Partnership, provides mental health services that offer care and treatment for people with conditions such as psychosis, depression, anxiety, dementia, personality disorder and learning disabilities and other complex health needs. The Trust's staff serve a local population of over 1.5 million people, through delivery of more than 315 clinical services including inpatient wards, outpatient and community services. It provides inpatient care for over 3,000 people each year and treats more than 39,500 patients across Sussex and Hampshire, delivering mental health services for adults, children and young people.

Review of the Year

Achievements & Performance



Heads On develops and funds projects that go above and beyond what the NHS is able to support, complementing people's care and treatment to support recovery.

At the onset of the Covid-19 pandemic we paused our planned programme of work and commenced a Covid-19 response and suicide prevention programme that lasted until September 2021.

We launched our 2021-2025 strategy in October 2021, which sees us focus on:

- Health Inequalities and how to address them.
- Championing the needs, rights and voices of people who use mental health, learning disability and neurodiverse services, challenging stigma and discrimination.
- New opportunities that support recovery through non-clinical routes, for example the arts, sports and education.



Community Partnership Grants

In 2020 Heads On took on the management of NHS Charities Together's community partnership grants programme in Sussex, working on behalf of the then 7 Sussex NHS charities to award grants across the county that would build partnerships between the NHS and voluntary sector and reduce pressure on NHS secondary care services.

£725,000

was awarded in grants

Delivery of the programme has been a key focus for Heads On this year, building a community of practice amongst the grant recipients and starting the associated anti-racism training programmes.

Martlets Hospice

Specialist community support for patients at end of life across the 6 adult hospices in Sussex.

The Trust for Developing Communities (TDC)

Health for All, peer led support for people with long term conditions in the most deprived parts of Brighton & Hove.

The Crew Club

Choose to Move, supporting people on the Whitehawk estate in Brighton to become more active.

Extratime

Increasing access to social and leisure activities for children and young people with profound and multiple learning disabilities.

4Sight Vision Support

Wellbeing support and suicide prevention for isolated and forgotten blind and visually impaired members of our community facing extreme health inequalities due to Covid-19.

Demelza Hospice Care for Children

Oncology referrals: end of life care for children in partnership with Chestnut Tree House Hospice and NHS services.

Albion in the Community

More than Football, suicide prevention for middle aged men.

Crawley Community Action

Living Healthier Lives, social prescribing within ethnically diverse communities in Crawley.

Amaze

Community Outreach Groups and Support for families caring for children and young people with special educational needs.

Training

Training across the partnership on the role racism plays in healthcare on patients, staff and patient outcomes.

Mental Health Collaborative grants

Grant making on behalf of an Integrated Care Board

In early 2022, building on its external grant making experience, Heads On took on the management of a voluntary sector grants programme on behalf of the mental health collaborative of the Sussex Health & Care Partnership, funding work across the county addressing suicide prevention and the transformation of NHS community mental health services.

Grant commitments will be made across 2022 and into 2023, supporting partners to innovate, scale existing work and build capacity within the sector.



Staff Support

The Covid-19 pandemic has taken its toll on NHS staff, both physically and mentally. Heads On's support for Sussex Partnership staff has been unstinting throughout the last 12 months and was extended to colleagues across healthcare in Sussex.

Sussex Staff In Mind Hardship Bursaries

Sussex Staff In Mind (SSiM) provide mental health support for staff across healthcare in Sussex. For many, the cost of living crisis is taking a very real toll. Working in partnership with SSiM, Heads On managed a £60,000 hardship bursary programme that supported staff in times of financial crisis.



"I had just returned to work from long term sick with being diagnosed with severe depression, I had been away from home receiving medical care when our washing machine broke. After struggling with money for months prior, I just didn't have the money to buy a new one. I was talking to a colleague who said there is help out there, contact 'Heads On', the experience with 'Heads On' was nothing but calming from the start to end, which I say was very efficient. My anxiety and weight on my shoulders were just lifted. Thank you 'Heads On' for your support."

Ethnic inequalities in healthcare

The pandemic brought ethnic inequalities in health to the attention of the public. Inequalities that are long standing and deeply rooted.

Public Health England's report on disparities in the risk and outcomes of Covid-19 show higher age-standardised mortality rates for people from black, Asian and minority ethnic groups compared to those of white British ethnicity. The risk of testing positive for Covid-19 is also higher for NHS staff from black and Asian backgrounds. This evidence raises fundamental questions, including what is driving these differences.





A co-produced service evaluation of ethnic minority community service user experiences of a secondary care mental health service during the COVID-19 pandemic

In 2020, Heads On secured funding from NHS Charities Together to explore how people from ethnic minority communities experienced Sussex Partnership services during the pandemic compared to white British people.

The study concluded in 2022, making recommendations for improving minoritised communities' experiences of Sussex Partnership services through outreach, ambassador programmes, improving interpreter services, better training of staff and outreach into schools.

"Our groups feel they will inevitably be minoritised and treated differently due to their ethnicity because it is the current nature of our healthcare system. Consequently, they don't know where to get help, don't get a suitable response to their needs, and are left to suffer alone. Our groups want to change this, and as Sussex Partnership and Heads On want to address inequalities, this work maps what can be done."

Daniel Mutanda, Sussex Partnership Research Assistant, member of the co-production group and facilitator for the ethnic minority public, patient involvement group.

Plans for the Future



The Covid-19 pandemic transformed the role and profile of NHS charities, achieving in a matter of months on a national scale something which NHS charities had individually been working towards for years: positioning NHS charities as a valued and key partner in healthcare.



For Heads On, this has meant many new areas to our work, including significant expansion of our external grant making and health inequalities work that reaches beyond mental health into the wider healthcare system. We have forged significant new partnerships; across the voluntary sector, academia, arts and sports that break down barriers between healthcare and communities, placing those with lived experience at the heart.

As we emerge from the pandemic, our work over the next 12 months will include a strategic review of the Charity, directing resource to where we have the greatest impact and focusing on the key challenges facing mental healthcare. This work will be supported by a renewed focus on demonstrating our impact and ensuring that we make it as easy as possible for those who need our support to access it.

Financial Review



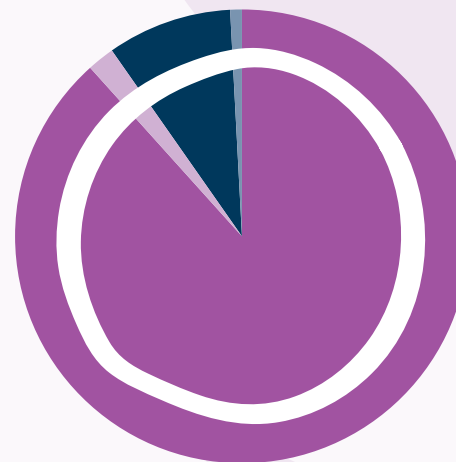
Total operating income for the financial year was £1.8m (2020/21: £496k).

Donated income includes a grant from Sussex Partnership NHS Foundation Trust of £185k to fund the operational costs of the charity.

Expenditure for the year was £900k (2020/21: £390k).

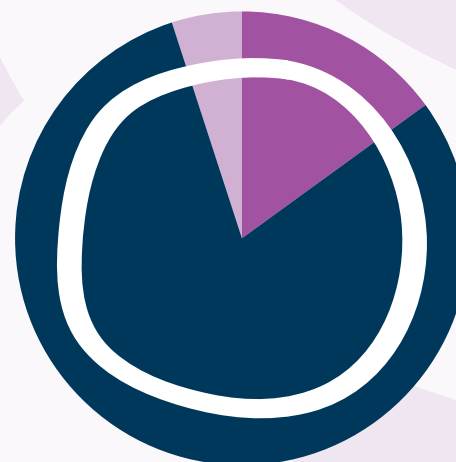
As an active NHS charity, predominantly funding projects within our parent NHS Trust and making external grants with restricted donations, our annual expenditure sometimes exceeds our income as we spend funds that we have held over time or restricted donations that are fundraised for specific, time-limited programmes. When these funds are spent they are not routinely replenished, particularly if they are restricted for specific projects or services.

The statement of financial activities shows net incoming resources for the year of £1m which includes net gains on investments of £22k.



INCOME

90%	Donations/Grants
9%	Donation from NHS Trusts
0.8%	Dividends
0.2%	Bank Interest



EXPENDITURE

15%	Raising Funds
80%	Charitable Activities
5%	Support Costs

Investments: including Investment Strategy and Performance

The balance sheet consists predominantly of investments, including cash and within stocks and shares.

The committee continues to adopt a low risk investment strategy when dealing with short term investment of donated monies, with current asset investments totalling **£266k**. Heads on has continued its investment strategy during the year to include some long term equity investments to help improve the returns against its endowment funds which totalled **£463k** at the year end. The equity investments increased in value during 21/22 due to good returns from investments.

The endowment funds of **£463k** are predominantly invested in equity investments as detailed above, with **£37k** remaining within cash at bank.



Restricted Funds

Restricted funds of the Charity total £1.85m (2020/21: £427k) and comprise:

- **Service Improvement**
Health Foundation
- **Care home support**
Lindridge
- **Support for People with a Learning Disability**
Springboard Learning Disability Project (Springwell)
- **Support for Children & Young People**
Chalkhill Rockinghorse Fund Chalkhill
- **Suicide Prevention**
Public Health East Sussex
- **Staff Support**
The Estate of Michael Joseph Czerwik
- **Make Your Mark**
Arts & Health Make for Tomorrow (Arts Council)
- **Covid-19 Response**
Covid-19 Relief Fund
NHS Charities Together Funded Projects
Covid-19 BAME disparities programme
Second wave Covid-19 funding
- **Grant Making**
Mental Health Collaborative Grants Fund
Sussex Staff In Mind Bursary Scheme
- **Other restricted funds**

Reserves Policy – note 5 support costs

The Charity seeks to apply all funds received in an efficient and timely manner.

The Charity is mainly reliant on the generous goodwill of the local population and organisations through their donations and legacies. The holding of reserves allows for planned expenditure to progress as intended, uninhibited by the volatility of income levels from year to year.

The level of reserves held is determined by reference to future spending plans. This applies not only to general funds but also to the level of restricted funds, in the context of their terms of reference.

Funds are not allowed to accumulate except where plans may require sufficient funds to be initially collected, either by appeal or through the gradual build-up of donations before expenditure occurs. The Charity considers that it has met its reserves policy during the period, holding free reserves of **£82k** at the year end.

Financial Control and Risk Management

The Trust's Standing Orders and Financial Instructions apply in full to the operation of the Charitable Funds, which are subject to periodic review.

The Corporate Trustee fulfils its legal duty by ensuring that funds are spent in accordance with the objectives of each fund. By designating funds in this way the Trustee is able to respect the wishes of the donors.

The Trustee has also paid due regard to the Charity Commission guidance on public benefit.

The Trustee has complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to guidance published by the Charity Commission.





Audited Annual Accounts **for the year ended 31st March 2022**

The accounts have been prepared in accordance with Charities SORP FRS102, Accounting Standards and with the Charities Act 2011.

Statement of Trustees' Responsibilities

The Trustee is responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustee to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these accounts, the Trustee is required to:

- **select suitable accounting policies and then apply them consistently;**
- **observe the methods and principles in the Charities SORP;**
- **make judgements and estimates that are reasonable and prudent;**
- **state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and**
- **prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.**

The Trustee is responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charities Act 2011 and the provisions of the trust deed. The Trustee is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By Order of the Trustee

Dr Jane Padmore
Chief Executive Officer

Date **27 January 2023**

Usman Niazi
Chief Finance Officer

Date **27 January 2023**

Independent Auditor's Report

for the year ended 31 March 2022

We have audited the financial statements of Heads On (the 'charitable incorporated organisation') for the year ended 31 March 2022. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102. The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- **give a true and fair view of the state of the charitable incorporated organisation's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;**
- **have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and**
- **have been prepared in accordance with the requirements of 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 charitable incorporated organisation in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable incorporated organisation'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.

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.

Annual Accounts

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE CHARITIES ACT 2011

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

- **the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and**
- **the trustees' 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 charitable incorporated organisation and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- **adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or**
- **the financial statements are not in agreement with the accounting records and returns; or**
- **certain disclosures of trustees' remuneration specified by law are not made; or**
- **we have not received all the information and explanations we require for our audit.**

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed overleaf.

EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Annual Accounts

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter;
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charity'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 charity's 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Cummins FCCA (Senior Statutory Auditor)

For and on behalf of TC Group

Statutory Auditors

Office: Steyning

Dated: **27 January 2023**

Statement of financial activities

(incorporating the income and expenditure account)

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Income and endowments from:							
Donations and legacies	3	28,512	1,834,639	28,751	-	1,891,902	487,103
Investments	3	1,349	-	-	8,671	10,020	9,371
Total		29,860	1,834,639	28,751	8,671	1,901,922	496,474
Expenditure on:							
Raising funds	4	-	140,356	-	-	140,356	113,815
Charitable activities	4	5,119	739,033	19,376	-	763,528	276,524
Total		5,119	879,389	19,376	-	903,884	390,339
Net income/ (expenditure)		24,741	955,250	9,375	8,671	998,037	106,135
Transfers between funds	10	(708)	(166,805)	167,513	-	-	-
Net movement in funds		24,033	788,444	176,888	8,671	998,037	106,135
Other recognised gains/(losses)							
Net gains and (losses) on investment assets	7	-	-	-	21,986	21,986	90,392
Net movement in funds		24,033	788,444	176,888	30,657	1,020,023	196,527
Reconciliation of funds:							
Total funds brought forward		58,841	427,206	-	433,050	919,097	722,570
Total funds carried forward		82,874	1,215,651	176,888	463,707	1,939,120	919,097

All activities undertaken at the year-end were continuing operations.

Balance Sheet

	Note	Unrestricted funds (£)	Restricted funds (£)	Designated funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Fixed assets							
Investments	7	-	-	-	426,538	426,538	404,552
Total fixed assets		-	-	-	426,538	426,538	404,552
Current assets							
Debtors	8	-	580,034	-	-	580,034	759
Investments	7	-	266,327	-	-	266,327	265,405
Cash at bank and in hand		82,874	799,848	176,888	37,169	1,096,778	310,794
Total current assets		82,874	1,646,208	176,888	37,169	1,943,139	576,958
Creditors: amounts falling due within one year	9	-	430,557	-	-	430,557	62,413
Net current assets		82,874	1,215,651	176,888	37,169	1,512,581	514,545
Total assets less current liabilities		82,874	1,215,651	176,888	463,707	1,939,119	919,097
Total net assets		82,874	1,215,651	176,888	463,707	1,939,120	919,097
Funds of the Charity							
Unrestricted funds	10	82,874	-	-	-	82,874	58,841
Restricted income funds	10	-	1,215,651	-	-	1,215,651	427,206
Endowment funds	10	-	-	-	463,707	463,707	433,050
Designated funds	10	-	-	176,888	-	176,888	-
Total charity funds		82,874	1,215,651	176,888	463,707	1,939,120	919,097

Signed by two
Directors on behalf of
the Corporate Trustee.

Dr Jane Padmore
Chief Executive Officer
Date of approval **27 January 2023**

Usman Niazi
Chief Finance Officer
Date of approval **27 January 2023**

Statement of Cash Flows

	Note	Total funds (£)	Total last year (£)
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	1	776,886	137,132
Cash flows from investing activities:			
Interest receivable		1,348	1,675
Dividends received		8,672	7,696
Sale/(Purchase) of investments		-	-
Net cash provided by (used in) investing activities		10,020	9,371
Cash flows from financing activities:			
Repayments of borrowing		-	-
Cash inflows from new borrowing		-	-
Receipt of endowment		-	-
Net cash provided by (used in) financing activities		-	-
Change in cash and cash equivalents in the reporting period		786,906	146,503
Cash and cash equivalents at the beginning of the reporting period	2	576,199	429,696
Change in cash and cash equivalents due to exchange rate movements		-	-
Cash and cash equivalents at the end of the reporting period	2	1,363,105	576,199

Statement of Cash Flows – Notes

Note 1 • Reconciliation of net income/(expenditure) to net cash flow from operating activities

	This year (£)	Last year (£)
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	1,020,023	196,527
Adjustments for:		
Interest receivable	(1,348)	(1,675)
Dividends received	(8,672)	(7,696)
Gains on investments	(21,986)	(90,392)
(Increase)/decrease in debtors	(579,275)	50,959
Increase/(decrease) in creditors	368,144	(10,591)
Net cash provided by (used in) operating activities	776,886	137,132

Note 2 • Analysis of cash and cash equivalents

	This year (£)	Last year (£)
Cash in hand & at bank	1,363,105	576,199
	1,363,105	576,199

Notes to the accounts

Note 1 • Basis of preparation

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at fair value) in accordance with:

- **The accounts 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) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and with the Charities Act 2011.**
- **In accordance with the Charities SORP (FRS 102) the charity is claiming exemption from the requirement to prepare a cash flow statement on account of it being a small charity.**

The functional currency of the charity is pounds sterling and items are rounded to the nearest pound.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Going Concern

The trustees consider that there are sufficient secured donations post year end and that there are no material uncertainties about the Trust's ability to continue as a going concern.

1.4 Legal Information

Legal information regarding the charity can be found within the annual report on page 45.

Notes to the accounts

Note 2 • Accounting policies

INCOMING RESOURCES

Recognition of income – These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is probable the resources will be received;
- the monetary value can be measured with sufficient reliability.

Income with related expenditure – Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and donations – Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources amounts can be measured reliably and it is probable that funds will be received.

Tax reclaims on donations and gifts – Income from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

Contractual income and performance related grants – This is only included in the SoFA once the related goods or services have been delivered.

Donated services and facilities – These are only included in income (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer help – The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Investment income – This is included in the accounts when receivable.

Endowment Income – Endowment income is unrestricted.

EXPENDITURE AND LIABILITIES

Liability recognition – Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Support costs – Include costs of the preparation and examination of statutory accounts, the cost of any legal advice to trustees on governance or constitutional matters. They also include central functions and have been allocated to activity cost categories on a basis

consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions – Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Grants payable without performance conditions – These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the charity.

EXPENDITURE AND LIABILITIES

Accumulated Funds – Restricted and Permanently Endowed funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts. 24% (2020/21: 47%) of accumulated funds were held as Permanent Endowment Funds at the end of the year.

ASSETS

Fixed assets – The charity holds no property, equipment or heritage assets.

Investments – Quoted stocks and shares are initially recognised at fair value which is normally the transaction price excluding transaction costs. Subsequently they are measured at fair value at the balance sheet date. The Statement of Financial Activities include net gains and losses arising on revaluation and disposals throughout the year.

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

Cash at bank and in hand – Cash at bank and in hand includes cash and short term highly liquid investments. The Trustees seek to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

Investments – Investments are held at fair value and all mature within less than one year.

Notes to the accounts

Note 3 · Analysis of income

	This year (£)	Last year (£)
Donations and legacies		
Donations/ grants	1,703,629	332,937
Donation from NHS Trusts	188,272	154,166
Legacies	-	-
Total	1,891,902	487,103
Investments		
Bank Interest	1,348	1,675
Dividends received	8,672	7,696
Total	10,020	9,371

Note 4 · Analysis of expenditure

	This year (£)	Last year (£)
Raising funds		
Salary costs - Gross Pay	90,697	74,489
Salary costs - NI	17,051	14,152
Salary costs - Pension	11,368	8,086
Database costs	6,330	5,409
Other costs	14,910	11,679
Total	140,356	113,815
Charitable activities		
Patient Welfare & Amenities	715,612	236,172
Support costs (Note 5)	47,917	40,352
Total	763,529	276,524

Notes to the accounts

Note 5 • Support costs

	This year (£)	Last year (£)
Management & Administration – Salary Costs	31,665	27,859
Management & Administration – NI	3,334	2,933
Management & Administration – Pension	3,671	2,933
Annual Accounts / Examiner Fees / Bank Charges	9,247	6,627
Total	47,917	40,352

Included under support costs above, are **£7,500** (2020/21 £2,310 examiners fees) of governance costs, which relate to audit fees.

At the end of 2021-22 there was approximately **£937,274** (2020/21 £145,850) of bids which had been approved, but not yet spent. These outstanding bid amounts mainly relate to the following funds, namely NHS Charities Together Phase 2 grant, Mental Health Collaborative Grants Programme, The Estate of Michael Joseph Czerwick, Covid-19 BAME disparities programme, and General Fund, which are detailed in note 10.2.

Heads On is a fundraising and grant making charity and has no staff employed by the charity. Sussex Partnership NHS Foundation Trust (SPFT) provide all administration and clerical services to the charity, including fundraising, which the Trust fund through a grant to the charity. All staff cost and pension contribution liabilities that may arise are solely the responsibility of SPFT.

The average number of staff during the year was equivalent to **4.0 full time staff** (4.0 in 2020/21).

There were no employees with annual remuneration over **£60,000** (nil in 2020/21).

Note 6 • Details of certain items of expenditure

	This year	Last year
6.1 Trustee expenses		
Number of trustees who were paid expenses	None	None
Nature of the expenses	N/A	N/A
Total amount paid	£ NIL	£ NIL

6.2 Fees for audit or independent examination of the accounts

The audit fees for 2021/22 were **£6,250 plus VAT** (2020/21 £1,925 plus VAT which was an independent examination).

Notes to the accounts

Note 7 • Investment assets

£

7.1 Short Term Investments

Carrying (fair) value at beginning of year	265,405
Add: additions/ transfers into investments at cost	-
Add: interest received	922
Carrying (fair) value at end of year	266,327

ANALYSIS OF INVESTMENTS

7.2 Market value at year end

Cash held as part of the investment portfolio	266,327
---	---------

7.3 Income from investments for the year

Cash held as part of the investment portfolio	922
---	-----

The investment relates to fixed rate deposits with Lloyds, Virgin Money and Cambridge and Counties.

7.4 LongTerm Investments

Carrying (fair) value at beginning of year	404,552
Add: additions/ transfers into investments at cost	-
Less: disposals at carrying value	-
Add/(deduct): net gain/(loss)	21,986
Carrying (fair) value at end of year	426,538

ANALYSIS OF INVESTMENTS

7.5 Market value at year end

Investment portfolio - Equities	426,538
---------------------------------	---------

7.6 Income from investments for the year

Investment portfolio - Equities	8,671
---------------------------------	-------

The investment relates to an investment in the Newton SRI Fund for Charties.

Notes to the accounts

Note 8 • Debtors and prepayments

8.1 Analysis of debtors

	This year (£)	Last year (£)
Amounts falling due within one year		
Grants due	534,919	-
Other debtors	44,288	-
Prepayments and accrued income	827	759
Total	580,034	759

Note 9 • Creditors and accruals

9.1 Analysis of creditors

	This year (£)	Last year (£)
Amounts falling due within one year		
Other creditors	430,557	62,413
Total	430,557	62,413

9.2 Security over assets

No loan, overdraft or other creditor holds a charge or other security over any assets of the charity.

Notes to the accounts

Note 10 • Endowment and restricted income funds

10.1 Funds held

The following is a brief description of any of the material restricted and endowment funds held by the charity:

- permanent endowment funds (PE);
- expendable designated funds (D); and
- expendable endowment funds (EE);
- restricted income funds, including special trusts, of the charity (R).

Fund Name	Type	Purpose and Restrictions
Kitty Harrison Memorial Fund	PE	To enhance the lives of patients with dementia
Lindridge	R	For the benefit of Lindridge
Springboard LD (Springwell)	R	Supporting people with complex learning disabilities to have a voice in their care planning
Chalkhill Rocking Horse Fund	R	Funded as agreed by Rockinghorse
Chalkhill	D	To be used for Children & Young People for activities, outings, items over and above what should already be provided by NHS budget
Health Foundation	R	To be used for 'Advancing Applied Analytics' project only
Covid-19 Relief Fund	R	To be used for the Covid-19 Relief Response
Covid-19 BAME disparities programme	R	Held for any Charitable purpose that meets the criteria designated
Public Health East Sussex	R	To be used for Albion in the Community/Movember suicide prevention and mental health awareness - education project
Sussex Partnership NHS Foundation Trust	R	To be used for all administration and clerical services for the charity, including fundraising
Second wave Covid-19 funding	R	To be used for the 2nd Wave Covid-19 Relief Response
The Estate of Michael Joseph Czerwik	R	To be used for the Covid-19 Relief Response
MH Collaborative Grants Programme	R	MH collaborative grants to VCSE
Sussex Staff in Mind Bursary scheme	R	To provide grants to individuals employed in the health and social care sector of an organisation within Sussex ICS
NHS Charities Together Stage 2 – Operational Support Costs	R	To be used for operational support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Training	R	To be used for training and related support costs as part of NHS Charities Together stage 2 community partnership fund
NHS Charities Together Stage 2 – Partners Fund	R	To be used for programme delivery of 10 partner organisations as part of NHS Charities Together stage 2 community partnership fund

Notes to the accounts

Note 10 · Endowment and restricted income funds

Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Gains and losses (£)	Fund balances carried forward (£)
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10.2 Movements of major funds

Fund names

Kitty Harrison Memorial Fund	433,049	8,672	-	-	21,986	463,707
Health Foundation	32,258	10,753	(15,854)	-	-	27,156
Sussex Partnership NHS Foundation Trust	58,841	29,860	(5,119)	-	-	83,582
Lindridge	18,880	-	-	-	-	18,880
Springboard LD (Springwell)	26,997	-	-	-	-	26,997
Chalkhill Rockinghorse Fund	23,408	15,459	(21,812)	-	-	17,055
Chalkhill	23,477	1,632	-	4,140	-	29,249
Public Health East Sussex	-	8,319	-	-	-	8,319
Covid-19 Relief Fund	15,891	2,164	(1,850)	-	-	16,206
NHS Charities Together Stage 2 – Operational Support Costs	-	100,088	0	0	-	100,088
NHS Charities Together Stage 2 – Training	-	50,300	0	0	-	50,300
NHS Charities Together Stage 2 – Partners Fund	-	682,759	(626,058)	0	-	56,702
Covid-19 BAME disparities programme	44,600	0	(10,751)	-	-	33,849
Second wave Covid-19 funding	23,423	0	(9,352)	-	-	14,071
The Estate of Michael Joseph Czerwik	51,056	-	0	-	-	51,056
MH Collaborative Grants Programme	0	700,000	-	0	-	700,000
Sussex Staff in Mind Bursary scheme	0	60,000	-	0	-	60,000
Other restricted funds	108,376	198,929	(204,843)	(3,432)	-	99,030
General Reserve	58,841	29,860	(5,119)	(708)	-	82,874
Total Funds	919,097	1,898,795	(900,758)	-	21,986	1,939,120

During the year there were no significant transfers between funds. Designated funds were set up during the year and resulted in some transfers taking place from restricted reserves amounting to £140,645.

Notes to the accounts

Note 10 • Endowment and restricted income funds

10.3 Charity Ownership

Sussex Partnership NHS Foundation Trust is the Corporate Trustee of the Charitable Funds governed by the law applicable to Trusts, namely the Trustee Act 2000 and the Charities Act 1993. The Corporate Trustee of the charity acts through the decisions and actions of the executive and non-executive members of Sussex Partnership NHS Foundation Trust Board. Where statute permits, the Board delegates authority for the review of strategy, activity and compliance to a subcommittee of the Board called the Charitable Funds Committee.

Note 11 • Transactions with related parties

11.1 Remuneration and benefits

There has been no remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it during 2021/22 (£Nil 2020/21).

11.2 Loans

There are no loans owing to or from the charity's trustees or other related parties by the charity at the year end (£Nil 2020/21).

11.3 Related parties

Sussex Partnership NHS Foundation Trust is a sole trustee of the charity. All items of income and expenditure go through Sussex Partnership NHS Foundation Trust's accounts on the charity's behalf. At the year end £Nil (2020/21 £62,413) was owed to the Trustee, and £44,288 (2020/21 £Nil) owed by them. During the year, none of the members of the NHS Foundation Trust Board or senior NHS Foundation Trust staff or parties related to them were beneficiaries of the charity.

There are no other transactions with related parties.

Notes to the accounts

Note 12 - Grants (Patient Welfare & Amenities) paid of £3,500 or over

	£
General Fund	5,119
Second wave Covid-19 funding	9,352
Covid-19 BAME disparities programme	10,751
Health Foundation	15,854
Make for Tomorrow	5,180
Chalkhill Rockinghorse Fund	21,812
NHS Charities Together Stage 2 – Operational Support Costs	626,058
Early Intervention Psychosis Services, Brighton	5,382
General - SPFT Charity	5,119
Small grants across SPFT hospitals and services	10,984
Total	715,611

Notes to the accounts

Note 13 · Statement of financial activities comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total last year (£)
Income and endowments from:					
Donations and legacies	3	11,074	476,029	-	487,103
Investments	3	1,675	-	7,696	9,371
Total		12,749	476,029	7,696	496,474
Expenditure on:					
Raising funds	4	-	113,815	-	113,815
Charitable activities	4	24,843	251,681	-	276,524
Total		24,843	365,496	-	390,339
Net income/ (expenditure)		(12,094)	110,533	7,696	106,135
Transfers between funds		664	(665)	1	-
Net movement in funds		(11,430)	109,868	7,697	106,135
Other recognised gains/(losses)					
Net gains and (losses) on investment assets		-	-	90,392	90,392
Net movement in funds		(11,430)	109,868	98,089	196,527
Reconciliation of funds:					
Total funds brought forward		70,271	317,338	334,961	722,570
Total funds carried forward		58,841	427,206	433,050	919,097

Notes to the accounts

Note 14 - Balance sheet comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total last year (£)
Fixed assets					
Investments		-	-	404,552	404,552
Total fixed assets		-	-	404,552	404,552
Current assets					
Debtors	8	-	759	-	759
Investments	7	-	265,405	-	265,405
Cash at bank and in hand		58,851	223,455	28,498	310,804
Total current assets		58,851	489,619	28,498	576,968
Creditors: amounts falling due within one year	9	-	62,413	-	62,413
Net current assets/(liabilities)		58,851	427,206	28,498	514,555
Total assets less current liabilities		70,271	317,338	334,961	722,570
Creditors: amounts falling due after one year		-	-	-	-
Total net assets		58,851	427,206	433,050	919,107
Funds of the Charity					
Unrestricted funds	10	58,841	-	-	58,841
Restricted income funds	10	-	427,206	-	427,206
Endowment funds	10	-	-	433,050	433,050
Total charity funds		58,841	427,206	433,050	919,097

Legal & Administrative Information

Heads On is an NHS charity in the corporate trustee model, established for charitable purposes in relation to the NHS and particularly for the benefit of patients of Sussex Partnership NHS Foundation Trust.

Sussex Partnership NHS Foundation Trust Corporate Trustee 2021–22

Peter Molyneux

Chair

Sam Allen (to January 2022)

Chief Executive

Anne Beales (to January 2022)

Non-Executive Director

Mandy Burton (From January 2022)

Interim Chief Nursing Officer

John Child (from October 2021)

Chief Operating Officer

Gordon Ferns (to April 2021)

Non-Executive Director

Sally Flint

Chief Finance Officer

Rick Fraser (to January 2022)

Chief Medical Officer

Amanda Jones

Non-Executive Director

Jo Larbie

Non-Executive Director

Beth Lawton (to July 2021)

Chief Digital and Information Officer

Carrie Llewellyn (from April 2021)

Non-Executive Director

Nitin Mehta (from April 2021)

Non-Executive Director

Acosia Nyanin (to July 2021)

Chief Nursing Officer

Jane Padmore (from July 2021)

Chief Nurse

Jane Padmore (from January 2022)

Interim Chief Executive

Gurprit Pannu (from July 2021)

Chief Digital and Information Officer

Martin Richards (to December 2022)

Non-Executive Director

Stanley Riseborough (to October 2021)

Interim Chief Operating Officer

Anna Van Der Gaag

Non-Executive Director

Claire Webster (from February 2022)

Interim Chief People Officer

Claire Woolcock (from January 2022)

Interim Chief Medical Officer

Gavin Wright (to February 2022)

Chief People Officer

Trustee

The Charity has a Corporate Trustee – Appointments to the Corporate Trustee are made in accordance with Financial Standing Orders and prevailing guidance and/or legislation from the Department of Health or Appointments Commission.

Charity's Principle Address

Swandean
Arundel Road
Worthing
West Sussex
BN13 3EP

Charity's Auditors

TC Group

The Courtyard
Shoreham Road
Upper Beeding, Steyning
West Sussex
BN44 3TN

Charity Staff Team

Rachael Duke

Head of Charity

Jennie Rule

Covid-19 Fundraising Manager

Abi Harley

Charity Officer

Harriet Wood (to November 2022)

Charity Assistant



Contact us

Sussex Partnership NHS Foundation Trust

e: headsoncharity@spft.nhs.uk

w: headsoncharity.org

HEADS ON

England & Wales - Charity number 1051736

Accounts



Sussex Partnership NHS Foundation Trust's Charity



Trustees' Report & Financial Statements

For the year ended 31 March 2021

Charity Registration Number: 1051736

Contents

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Our Vision

A world where people with mental health problems, learning disabilities and neurodivergent conditions can access the support we all need to live the lives we choose. A world that works for both people and the planet.



Introduction from the Chair

Having taken over as Chair of Heads On in such extraordinary times, it is a privilege to reflect on our achievements over the past 12 months. Whilst the pandemic has tested all of us, in ways we never thought possible, it has also been a time of creativity, innovation and partnership.

"NHS staff across Sussex Partnership's services have worked tirelessly to ensure that people receive the care they need, even in the most challenging of circumstances."



The past year tells a story of significant challenge and change, yet also one of huge achievement as we demonstrated what is possible when NHS healthcare, the voluntary sector and our local communities come together with a shared purpose.

People with mental health problems, learning disabilities and neurodivergent conditions have faced significant risks throughout the pandemic, both to their mental health and of severe or fatal Covid-19 itself.

Heads On has worked tirelessly to champion the needs of people with mental health problems and ensure that our support is directed to those who need it most. Our early Covid-19 response, providing much needed kit and equipment, ensured that mental health services in Sussex were better prepared to cope with repeated lockdowns. Our mental health isolation packs made a huge difference to local communities and were delivered to patients, carers, domestic abuse refuges and young people at risk of offending. Hardship bursaries supported those facing financial challenge and the speed at which they were utilised came as a stark reminder of how frequently people with mental health problems work in jobs with little security or stability.

NHS staff across Sussex Partnership's services have worked tirelessly to ensure that people receive the care they need, even in the most challenging of circumstances. Heads On played an important part in supporting staff to simply keep going, through care packs and catering, which has been hugely appreciated.

Introduction from the Chair

We have worked hard to deliver a response to the pandemic that reaches those most impacted by Covid-19. Our programme of research and staff training to address race equality in NHS mental health services is timely and much needed, as we strive to build services that are both accessible and culturally appropriate.

We are honoured to be the lead charity in Sussex for NHS Charities Together's Community Partnership Grants. Through this valuable work we have prioritised health inequalities, people with learning disabilities, suicide prevention and supported discharge from hospital. We ringfenced 20% of the grants for projects delivered in ethnic minority communities. Working on behalf of the 7 NHS charities in Sussex, we believe we have developed a grant making programme that will have impact across the regional healthcare system and built strong partnerships that will stand us in good stead in future as we develop our role as a champion for partnership working between the NHS and the voluntary sector.

Our sincere thanks to everyone who has supported us during the pandemic. Our work would simply not have been possible without you. The generosity of our staff, patients, carers and local communities has been truly heart-warming and we could not be more grateful. To NHS Charities Together, who led the national Covid-19 fundraising appeal on behalf of all NHS charities, thank you. It is impossible to describe the enormous difference the appeal and the support of the British people have made to NHS services during the last year.

As we look to the future and beyond Covid-19, the ambitions of our new strategy for 2021-25 will see us focus on addressing health inequalities within Sussex Partnership and beyond. Covid-19 has shone a stark light on inequalities and we recognise that, for many, the things that cause the most disadvantage are not always within the healthcare system itself. We will use our leadership, development and fundraising skills to support transformational change that supports Sussex Partnership to deliver on its strategic ambition of "Future Focused" and delivers the best possible outcomes for patients, carers and our communities.

Thank you for your ongoing support in this important work.



Amanda Jones

Non-Executive Director of Sussex Partnership
NHS Foundation Trust and Charitable Funds
Committee Chair



"Our sincere thanks to everyone who has supported us during the pandemic. Our work would simply not have been possible without you."

Message from the Chief Executive of Sussex Partnership NHS Foundation Trust

The last year has been a year like no other, with the NHS facing the biggest public health crisis since its creation over 70 years ago. We have seen and continue to see unprecedented pressure on mental health services as the impact of the pandemic on the nation's mental health continues to take its toll and expect to feel the legacy of Covid-19 for some time to come.



At the same time, the role and prominence of NHS charities has changed hugely during the pandemic, achieving in a matter of months on a national scale something which NHS charities had individually been working towards for years: positioning NHS charities as a valued and key partner in healthcare. Heads On has absolutely risen to this challenge and has been essential to our response to Covid-19, working both locally and nationally to ensure that people with mental health problems, learning disabilities and neurodivergent conditions receive the very best care and support at a time when it has never been more needed.

The NHS is the largest employer in Europe, it is an institution of people. People with their own families, loved ones and lives working their absolute hardest to care for others in the most challenging of circumstances. Heads On's support of our staff during the pandemic has been incredible, working to ensure our 6,500 staff receive the care they need so that they can continue to care for you. Our huge thanks to NHS Charities Together for their recognition of the tireless dedication of staff across the NHS and their financial support.

Looking to the future, and a world that must learn to live with Covid-19, we must pause and ensure that we take with us the legacy of transformational change that the pandemic brought to the NHS. As we deliver on the recommendations of the NHS Long Term Plan, seeing growing partnerships with the voluntary sector and the breaking down of boundaries between health for the brain and health for the body, Heads On has a unique role to play in bridging the gap between healthcare and our local communities.

As we work both as an NHS mental health trust and NHS charity to address the health inequalities that people with mental health problems, learning disabilities and neurodivergent conditions have been facing for generations, we can have the greatest impact if we do this hand in hand. Heads On is ideally placed to act as an agent for transformational change, with a strong track record in partnership working and community development that will be real assets to the delivery of Sussex Partnership's services into the future.

Looking back at the achievements of Heads On over the last year, I would like to say a huge thank you to everyone who has supported us during such challenging times and made our work possible. We owe each and every one of you a huge debt of gratitude. Your support has meant so much, to everyone who has used our services or worked within them.

Moving into the future, thank you to everyone who joins us on this journey, as we work to build the very best mental health services for our local community. Services that will tackle health inequalities with thought, compassion and creativity and change the trajectory of disadvantage for people with mental health problems for good.

A handwritten signature in blue ink, appearing to read 'Sam Allen'.

Sam Allen

Charitable Funds Committee Member and Chief Executive, Sussex Partnership NHS Foundation Trust

Charity Objectives & Activities



Heads On is governed by a Declaration of Trust and exists to support any charitable purpose or purposes relating to the National Health Service and particularly the Mental Health Sector that would not normally be covered by main NHS funds. We are the official charity of Sussex Partnership NHS Foundation Trust and a member of NHS Charities Together.



Heads On develops, fundraises for and supports projects that empower people with mental health problems, learning disabilities and neurodivergent conditions in their journeys, building a more equal world for everyone. To ensure Heads On can react swiftly to emerging needs, the Charity pays particular attention to ensuring continuing unrestricted donations.

We work tirelessly to enhance NHS services through charitable giving, in accordance with our charitable objects, paying due regard to guidance from the Charity Commission. We pride ourselves on fundraising consciously, by making sure donations truly add value to service users' experience and all expenditure is carefully considered.

Trustees award grants to projects delivered by Sussex Partnership NHS Foundation Trust and external partners that support people with mental health problems in their recovery or address healthcare needs within the wider population. This can also include supporting projects for staff that will improve patients' experience. Grants are only awarded through published funding programmes and unsolicited applications are not accepted.

The monies required to support our work are secured through fundraising from our local communities, charitable trusts and foundations, individual donors, corporate sponsors and from grant making bodies.

Our parent NHS Trust, Sussex Partnership, provides mental health services that offer care and treatment for people with conditions such as psychosis, depression, anxiety, dementia, personality disorder and learning disabilities and other complex health needs. The Trust's staff serve a local population of over 1.5 million people, through delivery of services including inpatient wards, outpatient and community services. It provides inpatient care for over 2,750 people each year and treats more than 44,500 patients across Sussex and Hampshire, delivering mental health services for adults, children and young people.

Review of the Year

Achievements & Performance



Heads On delivers projects that go above and beyond what the NHS is able to support, complementing people's care and treatment to support recovery.

At the onset of the pandemic we paused our planned programme of work and commenced a Covid-19 response and suicide prevention programme that lasted until September 2021.

What we were able to deliver is a testament to the dedication of NHS staff, our partners across the voluntary sector, arts, sports and academia, the whole-hearted support of our local communities and our overriding passion to ensure that people with mental health problems received the support and care they deserve.



Review of the Year

"On behalf of every patient on Ash Ward at the Hellingly Centre Thank You so much. The benefits of music and film on men and women with mental health issues is marked and it is doubtless that your donations were not only gifts of entertainment but much needed respite from symptoms. Distraction from issues and mood stabilising music has lifted the spirits of so many."



Hospital Support through lockdowns

Funded by Leagues of Friends across Sussex and NHS Charities Together

People in mental health inpatient services during the pandemic faced some of the greatest challenges, with infection control requirements meaning that nearly everything changed about how services were delivered. Staff who previously supported recovery through connection had to develop new ways of working and be innovative in adapting activities.

Heads On provided kit and equipment across all Sussex Partnership inpatient wards, enabling patients to keep in touch with loved ones through technology and ensuring a variety of activities could be offered to provide much needed distraction from the pandemic.

Staff Care

Supported by Waitrose, Tesco, Co-op, Morrisons and Yale University Press

Throughout the pandemic NHS staff have gone the extra mile, doing everything they possibly could to support patients and carers. It was a privilege for Heads On to be there for them. We delivered care packs full of edible treats and gifts to every clinical service; arranged pop up catering offers at hospitals; provided catering vouchers and held free raffles to ensure staff were supported throughout.



Hardship Bursaries

Funded by Heads On

In response to the financial hardship faced by so many staff, patients and carers due to the pandemic, Heads On launched a bursary scheme offering small grants of up to £250. Funding items such as essential repairs, replacement white goods, digital technology and cooking equipment we provided a lifeline at a time when it was unclear what government support would be available.

"This (laptop) has helped to reduce my isolation during the lockdowns. Having this level of progress in my life has been priceless during this difficult time, and despite difficulties I have been able to build up a feeling of confidence that I'm using to move forward on my recovery journey."

Bursary recipient

**Funded by the National Lottery through Arts Council England
and NHS Charities Together**

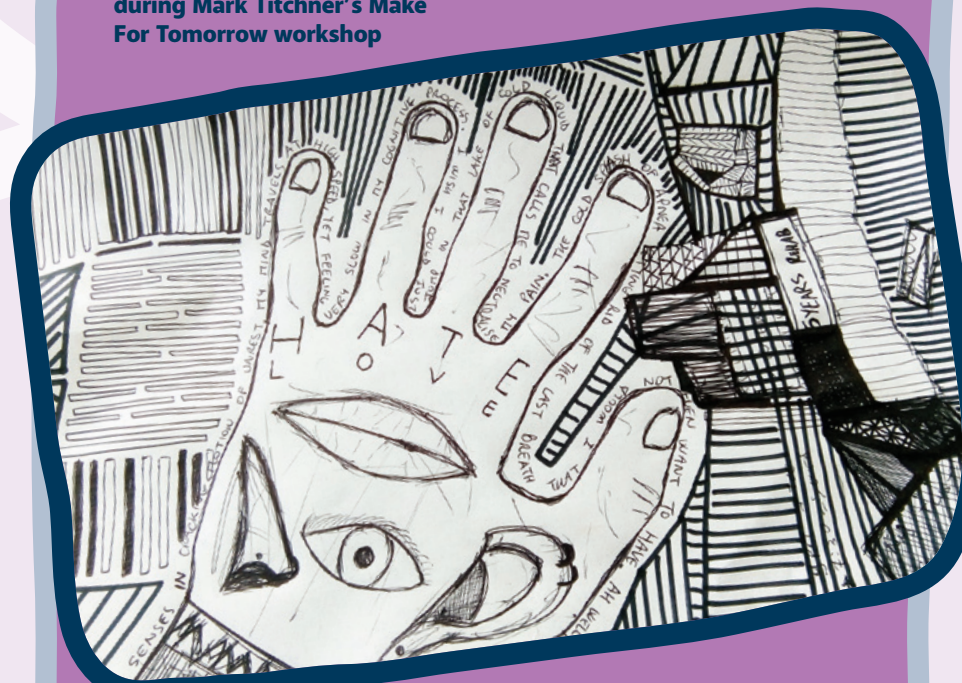
Make for Tomorrow brought together arts and NHS mental health communities in a unique, interactive, digital, multi-arts programme, hosting 28 events, 32 artists, over 1,000 live participants and over 3,850 post event views in a celebration of connection and hope for the future. It used creativity to connect people after months of isolation and build community, giving a sense of purpose and positivity.

It was the only programme of its kind delivered by an NHS mental health charity during Covid-19 and was part of Make Your Mark, our arts and health programme. The programme included participatory visual arts projects with artists including Mark Titchner and Sophie Clements and performers including Naomie Harris, Fiona Shaw, Marian Keyes, Matt Haig, Minnie Driver, Horatio Clare, Ben Qasim Monks, Siobhan McSweeney, Imogen Stubbs, Rupert Friend and Simon Callow.

All events form a permanent archive at www.makeyourmarknhs.org

"Make For Tomorrow has been a lifeline and reminder that art can save us – thank you"

Service user artwork made during Mark Titchner's Make For Tomorrow workshop



"...It's been really nice feeling like you're sharing with other people. I live on my own so this has felt really good..."

Suicide Prevention for Young Men – a partnership between Heads On, Albion in the Community, the Movember Foundation, the East Sussex College Network and Public Health East Sussex

Suicide is the leading cause of death amongst men under 50 in the UK, with those at highest risk being men aged between 40 and 44 years old. It is also a leading cause of death in young men.

2020 saw the launch of Heads On's first suicide prevention programme targeted at young men, using the power of football to work with young men aged 16-19 in colleges across East Sussex to build mental health awareness, resilience and confidence in talking openly about their own and their friends' mental health.

Despite the challenges of delivering this pilot project during the pandemic, it has been hugely successful and a programme for which we are working to secure repeat funding in order to extend.



"...thanks for the great training session... it's really given me drive to use this in my area/department and I'm looking to hopefully push this further as I feel it's a very important factor in our day to day lives as teachers."

College teacher trained during the project

83%

of students strongly agreed or agreed that they have a better understanding of the importance of being mentally fit and healthy.

93%

of students strongly agreed or agreed that they have a better understanding of where to seek information and support for mental health.

Plans for the Future



Heads On's strategy for 2021–25 will see us focus on:

- **Health Inequalities and how to address them.**
- **Championing the needs, rights and voices of people who use mental health, learning disability and neurodiverse services, challenging stigma and discrimination.**
- **New opportunities that support recovery through non-clinical routes, for example the arts, sports and education.**

Work starting in 2021 includes a particular focus on ethnic inequalities in health.

Race Equality

Funded by NHS Charities Together

The pandemic has brought ethnic inequalities in health to the attention of the public. These inequalities are long standing and deeply rooted. Public Health England's report on disparities in the risk and outcomes of Covid-19 shows higher age-standardised mortality rates for people from black, Asian and minority ethnic groups compared to those of white British ethnicity. The risk of testing positive for Covid-19 is also higher for NHS staff from black and Asian backgrounds. This evidence raises fundamental questions, including what is driving these differences.

Heads On's commitment throughout the pandemic has been to ensure its support reaches those who need it most. We have developed a programme of work to tackle ethnic inequality in healthcare that reaches beyond mental health services and into the wider healthcare system in Sussex. We are hugely grateful for the support of NHS Charities Together in enabling us to bring this work to fruition at such speed.



Sussex Partnership Staff Training

Our Diversity in Action programme for Sussex Partnership staff will see cultural competency training, allyship and reciprocal mentoring delivered across the organisation, building a safe, accessible and culturally appropriate workplace.

Co-produced research into how people from ethnic minorities experience Sussex Partnership services compared to their white British counterparts

Fundamental to tackling race equality in mental healthcare is first building a clearer picture of the differences in health outcomes for people and identifying areas to focus future research and interventions. Our co-produced research includes 'Public and Patient' involvement workshops to hear directly from ethnic minority service users, families and carers about the issues that matter to them, alongside data analysis of health outcomes.

Training across the healthcare system

As part of our Community Partnership Grants in Sussex we are delivering a programme of training on the role that structural racism plays in healthcare, in partnership with Brighton & Sussex Medical School. The training is for NHS staff, NHS charity staff, people working in the voluntary sector, Community Partnership Grant recipients and primary care staff and will build understanding and awareness of the impact that racism has on staff, patients and patient outcomes.

We are delivering this programme with the support of the Sussex Health & Care Partnership's Turning the Tide Oversight Board.



Financial Review



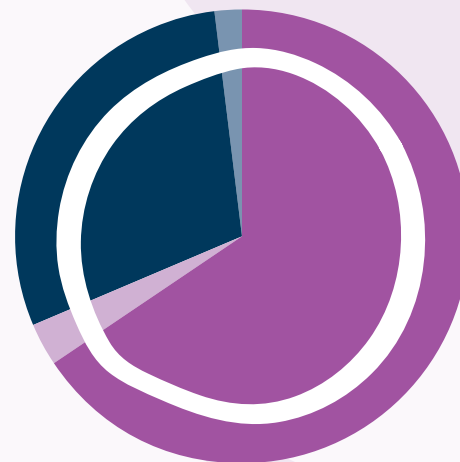
Total operating income for the financial year was £496k (2019/20: £336k).

Donated income includes a grant from Sussex Partnership NHS Foundation Trust of £154k to fund the operational costs of the charity.

Expenditure for the year was £390k (2019/20: £269k).

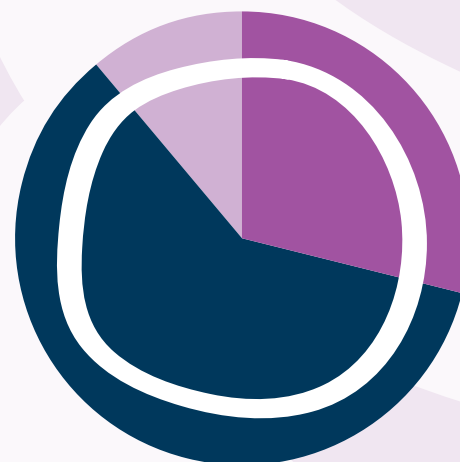
As an active NHS charity, predominantly funding projects within our parent NHS Trust, our annual expenditure sometimes exceeds our income as we spend funds that we have held over time or restricted donations that are fundraised for specific, time-limited projects. When these funds are spent they are not routinely replenished, particularly if they are restricted for specific projects or services.

The statement of financial activities shows net incoming resources for the year of £196k which includes net gains on investments of £90k.



INCOME

67%	Donations/Grants
31%	Donation from NHS Trusts
1.6%	Dividends
0.4%	Bank Interest



EXPENDITURE

29%	Raising Funds
60%	Charitable Activities
11%	Support Costs

Investments: including Investment Strategy and Performance

The balance sheet consists predominantly of investments, held in cash and within stocks and shares.

The committee continues to adopt a low risk investment strategy when dealing with short term investment of donated monies, with current asset investments totalling **£265k** (2019/20: £264k). Heads on has continued its investment strategy during the year to include some long term equity investments to help improve the returns against its endowment funds which totalled **£433k** (2019/20: £335k) at the year end. The equity investments increased in value during 20/21 due to good returns from investments.

The endowment funds of **£433k** are predominantly invested in equity investments as detailed above, with **£28k** (2019/20: £21k) remaining within cash at bank.



Restricted Funds

Restricted funds of the Charity total £427k (2019/20: £317k) and comprise:

- **Service Improvement**
Health Foundation
- **Care home support**
Lindridge
- **Support for People with a Learning Disability**
Springboard Learning Disability Project (Springwell)
- **Support for Children & Young People**
Chalkhill Rockinghorse Fund
Chalkhill
- **Suicide Prevention**
Public Health East Sussex
- **Staff Support**
The Estate of Michael Joseph Czerwik
- **Make Your Mark – Arts & Health**
Make for Tomorrow (Arts Council)
- **Covid-19 Response**
Covid-19 Relief Fund
NHS Charities Together Funded Projects
Covid-19 BAME disparities programme
Second wave Covid-19 funding
- **Other restricted funds**

Reserves Policy

The Charity seeks to apply all funds received in an efficient and timely manner.

The Charity is mainly reliant on the generous goodwill of the local population and organisations through their donations and legacies. The holding of reserves allows for planned expenditure to progress as intended, uninhibited by the volatility of income levels from year to year.

The level of reserves held is determined by reference to future spending plans. This applies not only to general funds but also to the level of restricted funds, in the context of their terms of reference.

Funds are not allowed to accumulate except where plans may require sufficient funds to be initially collected, either by appeal or through the gradual build-up of donations before expenditure occurs. The Charity considers that it has met its reserves policy during the period, holding free reserves of **£58k** (2019/20: £70k) at the year end.

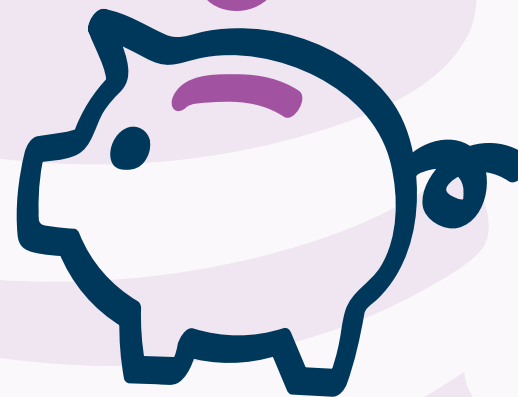
Financial Control and Risk Management

The Trust's Standing Orders and Financial Instructions apply in full to the operation of the Charitable Funds, which are subject to periodic review.

The Corporate Trustee fulfils its legal duty by ensuring that funds are spent in accordance with the objectives of each fund. By designating funds in this way the Trustee is able to respect the wishes of the donors.

The Trustee has also paid due regard to the Charity Commission guidance on public benefit.

The Trustee has complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to guidance published by the Charity Commission.



£172,596

In Grants from NHS Charities Together



£30,000
ETHNIC
INEQUALITIES
RESEARCH



£25,000
ETHNIC INEQUALITIES
STAFF TRAINING &
DEVELOPMENT



£13,000
WINTER
ISOLATION
FUND



£13,000
ISOLATION
BOXES



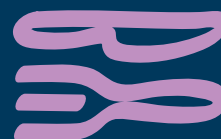
£31,000
INPATIENT
SUPPORT



£30,000
STAFF
WELLBEING
INITIATIVE



£10,000
CONTRIBUTION
TO MAKE FOR
TOMORROW



£14,000
RESEARCH PROJECT
FOR ADULT EATING
DISORDER SERVICE
USERS



£5,000
FLORENCE
NIGHTINGALE
FRONTLINE LEADERSHIPS
SUPPORT TRAINING

Annual Financial Statements **for the year ended 31st March 2021 (Unaudited)**

The financial statements comply with the Charities Act 2011, the Memorandum and Articles of Association, and Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015); and Trustees have taken into account Charity Commission guidance on public benefit.

Statement of Trustees' Responsibilities

The Trustee is responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustee to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these accounts, the Trustee is required to:

- **select suitable accounting policies and then apply them consistently;**
- **observe the methods and principles in the Charities SORP;**
- **make judgements and estimates that are reasonable and prudent;**
- **state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and**
- **prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.**

The Trustee is responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the accounts comply with the Charities Act 2011 and the provisions of the trust deed. The Trustee is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By Order of the Trustee

Director . . .  . . .

Date **14th January 2022**

Director . . .  . . .

Date **14th January 2022**

Independent Examiner's report to the Trustee of Heads On

I report to the Trustee on my examination of the accounts of Heads On for the year ended 31 March 2021.

Responsibilities and basis of report

As the Corporate Trustee of Heads On you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of an appropriate body. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report.

Mr Jonathan Aikens FCA, DChA

Independent Examiner

For and on behalf of **T C Group**

The Courtyard, Shoreham Road, Upper Beeding
Steyning, West Sussex BN44 3TN



Date: **19th January 2022**

Statement of financial activities

(incorporating the income and expenditure account)

	Note	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Income and endowments from:						
Donations and legacies	3	11,074	476,029	-	487,103	322,454
Investments	3	1,675	-	7,696	9,371	13,865
Total		12,749	476,029	7,696	496,474	336,319
Expenditure on:						
Raising funds	4	-	113,815	-	113,815	128,593
Charitable activities	4	24,843	251,681	-	276,524	140,628
Total		24,843	365,496	-	390,339	269,221
Net income/ (expenditure)		(12,094)	110,533	7,696	106,135	67,098
Transfers between funds		664	(665)	1	-	-
Net movement in funds		(11,430)	109,868	7,697	106,135	67,098
Other recognised gains/(losses)						
Net gains and (losses) on investment assets	7	-	-	90,392	90,392	(26,051)
Net movement in funds		(11,430)	109,868	98,089	196,527	41,047
Reconciliation of funds:						
Total funds brought forward		70,271	317,338	334,961	722,570	681,523
Total funds carried forward		58,841	427,206	433,050	919,097	722,570

All activities undertaken at the year-end were continuing operations.

Balance Sheet

	Note	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total this year (£)	Total last year (£)
Fixed assets						
Investments	7	-	-	404,552	404,552	314,160
Total fixed assets		-	-	404,552	404,552	314,160
Current assets						
Debtors	8	-	759	-	759	51,718
Investments	7	-	265,405	-	265,405	264,125
Cash at bank and in hand		58,841	223,455	28,498	310,794	165,571
Total current assets		58,841	489,619	28,498	576,958	481,414
Creditors: amounts falling due within one year	9	-	62,413	-	62,413	73,004
Net current assets		58,841	427,206	28,498	514,545	408,410
Total assets less current liabilities		58,841	427,206	433,050	919,097	722,570
Total net assets		58,841	427,206	433,050	919,097	722,570
Funds of the Charity						
Unrestricted funds	10	58,841	-	-	58,841	70,271
Restricted income funds	10	-	427,206	-	427,206	317,338
Endowment funds	10	-	-	433,050	433,050	334,961
Total charity funds		58,841	427,206	433,050	919,097	722,570

Signed by two
Directors on behalf of
the Corporate Trustee.

Signature 
Print Name **Sam Allen**
Date of approval **14th January 2022**

Signature 
Print Name **Sally Flint**
Date of approval **14th January 2022**

Notes to the accounts

Note 1 • Basis of preparation

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at fair value) in accordance with:

- **Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102); and**
- **Accounting Standards**
- **the Charities Act 2011.**

The functional currency of the Charity is pounds sterling and items are rounded to the nearest pound.

1.2 Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Going Concern

The Trustee considers that there are sufficient secured donations post year end and that there are no material uncertainties about the Trust's ability to continue as a going concern.

1.4 Legal Information

Legal information regarding the Charity can be found within the Annual Report on page 41.

Notes to the accounts

Note 2 • Accounting policies

INCOMING RESOURCES

Recognition of income – Income is included in the Statement of Financial Activities (SoFA) when:

- the Charity becomes entitled to the resources;
- it is probable the resources will be received; and
- the monetary value can be measured with sufficient reliability.

Income with related expenditure – Where incoming resources have related expenditure (as with fundraising or contract income) the full value of incoming resources and related expenditure are reported separately in the SoFA.

Grants and donations – Grants and donations are only included in the SoFA when the Charity has unconditional entitlement to the resources, amounts can be measured reliably and it is probable that funds will be received.

Tax reclaims on donations and gifts – Income from tax reclaims is included in the SoFA at the same time as the gift to which it relates.

Contractual income and performance related grants – This is only included in the SoFA once the related goods or services have been delivered.

Donated services and facilities – These are only included in income (with an equivalent amount in resources expended) where the benefit to the Charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the Charity of the service or facility received.

Volunteer help – The value of any voluntary help received is not included in the accounts but is described in the Trustee's annual report.

Investment Income – This is included in the accounts when receivable.

Endowment Income – Endowment income is unrestricted.

EXPENDITURE AND LIABILITIES

Liability recognition – Liabilities are recognised as soon as there is a legal or constructive obligation committing the Charity to pay out resources.

Support costs – Include costs of the preparation and examination of statutory accounts, the cost of any legal advice to the Trustee on governance or constitutional matters. They also include the cost of central functions and have been allocated to activity cost

categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions – Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Grants payable without performance conditions – These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to the grant which remain in the control of the Charity.

EXPENDITURE AND LIABILITIES

Accumulated Funds – Restricted and Permanently Endowed funds are subject to specific conditions by donors as to how they may be used. The purpose and use of the restricted funds are set out in the notes to the accounts. 47% (2019-20: 46%) of accumulated funds were held as Permanent Endowment Funds at the end of the year.

ASSETS

Fixed assets – The charity holds no property, equipment or heritage assets.

Investments – Quoted stocks and shares are initially recognised at fair value which is normally the transaction price excluding transaction costs. Subsequently they are measured at fair value at the balance sheet date. The Statement of Financial Activities include net gains and losses arising on revaluation and disposals throughout the year.

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

Cash at bank and in hand – Cash at bank and in hand includes cash and short term highly liquid investments. The Trustee seeks to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

Investments – Investments are held at fair value and all mature within less than one year.

Notes to the accounts

Note 3 • Analysis of income

	This year (£)	Last year (£)
Donations and legacies		
Donations / grants	332,937	100,412
Donation from NHS Trusts	154,167	170,986
Legacies	-	51,056
Total	487,103	322,454
Investments		
Bank Interest	1,675	4,581
Dividends received	7,696	9,284
Total	9,371	13,865

Note 4 • Analysis of expenditure

	This year (£)	Last year (£)
Raising funds		
Salary costs - Gross Pay	74,489	85,896
Salary costs - National Insurance	14,152	16,569
Salary costs - Pension	8,086	9,468
Branding, advertising and website development	-	-
Database costs	5,409	4,803
Other costs	11,679	11,857
Total	113,815	128,593
Charitable activities		
Patient Welfare & Amenities	236,172	98,235
Support costs (Note 5)	40,352	42,393
Total	276,524	140,628

Notes to the accounts

Note 5 • Support costs

	This year (£)	Last year (£)
Management & Administration – Salary Costs	27,859	31,346
Management & Administration – National Insurance	2,933	3,300
Management & Administration – Pension	2,933	3,300
Annual Accounts / Examiner Fees / Bank Charges	6,627	4,447
Total	40,352	42,393

Included under support costs above, are **£2,310** (2019/20 £2,280) of governance costs, which relate to examiner's fees.

At the end of 2020/21 there was approximately **£145,850** (2019/20 £71,823) of funding bids which had been approved, but not yet spent. These outstanding grant amounts mainly relate to five main funds, namely Health Foundation, Public Health East Sussex, Chalkhill Rockinghorse Fund, Covid-19 BAME disparities programme, and General Reserve Fund, which are detailed in note 10.2.

During the year the Charity provided grants totalling **£209,225** to one institution and **£15,000** to individuals (2019/20: £170,986 to one institution, to individuals nil).

Heads On is a fundraising and grant making Charity and has no staff employed by the charity. Sussex Partnership NHS Foundation Trust (SPFT) provide all administration and clerical services to the Charity, including fundraising, which the Trust fund through a grant to the Charity. All staff cost and pension contribution liabilities that may arise are solely the responsibility of SPFT.

The average number of staff during the year was equivalent to **4.0 full time staff** (4.0 in 2019/20).

There were no employees with annual remuneration over **£60,000** (nil in 2019/20).

Note 6 • Details of certain items of expenditure

	This year	Last year
6.1 Trustee expenses		
Number of trustees who were paid expenses	None	None
Nature of the expenses	N/A	N/A
Total amount paid	£ NIL	£ NIL

6.2 Fees for independent examination of the accounts

The independent examination fees for 2020/21 were **£1,925** (2019/20 £1,900).

Notes to the accounts

Note 7 • Investment assets

£

7.1 Short Term Investments

Carrying (fair) value at beginning of year	264,125
Add: additions/transfers into investments at cost	-
Add: interest received	1,280
Carrying (fair) value at end of year	265,405

ANALYSIS OF INVESTMENTS

7.2 Market value at year end

Cash held as part of the investment portfolio	265,405
---	---------

7.3 Income from investments for the year

Cash held as part of the investment portfolio	7,696
---	-------

The investment relates to fixed rate deposits held with Lloyds, Virgin Money and Cambridge and Counties.

7.4 Long Term Investments

Carrying (fair) value at beginning of year	314,160
Add: additions/ transfers into investments at cost	-
Less: disposals at carrying value	-
Add/(deduct): net gain/(loss)	90,392
Carrying (fair) value at end of year	404,552

ANALYSIS OF INVESTMENTS

7.5 Market value at year end

Investment portfolio - Equities	404,552
---------------------------------	---------

7.6 Income from investments for the year

Investment portfolio - Equities	7,696
---------------------------------	-------

The investment relates to an investment in the Newton SRI Fund for Charities.

Notes to the accounts

Note 8 • Debtors and prepayments

8.1 Analysis of debtors

	This year (£)	Last year (£)
Amounts falling due within one year		
Grants due	-	51,056
Prepayments and accrued income	759	662
Total	759	51,718

Note 9 • Creditors and accruals

9.1 Analysis of creditors

	This year (£)	Last year (£)
Amounts falling due within one year		
Other creditors	62,413	73,004
Total	62,413	73,004

9.2 Security over assets

No loan, overdraft or other creditor holds a charge or other security over any assets of the charity.

Notes to the accounts

Note 10 · Endowment and restricted income funds

10.1 Funds held

The following is a brief description of the material restricted and endowment funds held by the Charity:

- permanent endowment funds (PE);
- expendable endowment funds (EE); and
- restricted income funds, including special trusts, of the Charity (R).

Fund Name	Type PE, EE or R	Purpose and Restrictions
Kitty Harrison Memorial Fund	PE	To enhance the lives of patients with dementia
Lindridge	R	For the benefit of Lindridge
Springboard LD (Springwell)	R	Supporting people with complex learning disabilities to have a voice in their care planning
Chalkhill Rockinghorse Fund	R	Funded to support children and young people in Sussex with mental health problems
Health Foundation	R	To be used for 'Advancing Applied Analytics' project only
Covid-19 Relief Fund	R	To be used for the Covid-19 Relief Response
Covid-19 BAME disparities programme	R	Held to address ethnic inequalities in healthcare
Second wave Covid-19 funding	R	To be used for the 2nd Wave Covid-19 Relief Response
The Estate of Michael Joseph Czerwik	R	To be used to support nurse education and training in North West Sussex
Make for Tomorrow (Arts Council)	R	To be used for Make for Tomorrow
NHS Charities Together funded projects	R	Held for any charitable purpose that meets the criteria designated
Public Health East Sussex	R	To be used for Albion in the Community/Movember suicide prevention and mental health awareness - education project
Sussex Partnership NHS Foundation Trust	R	To be used for all administration and clerical services for the charity, including fundraising
Chalkhill	R	To be used for Children & Young People for activities, outings, items over and above what should already be provided by NHS budget

Notes to the accounts

Note 10 · Endowment and restricted income funds

	Fund balances brought forward (£)	Incoming resources (£)	Outgoing resources (£)	Transfers (£)	Gains and losses (£)	Fund balances carried forward (£)
10.2 Movements of major funds						
Fund Names						
Kitty Harrison Memorial Fund	(334,961)	(7,696)	-	-	(90,392)	(433,049)
Health Foundation	-	(32,258)	-	-	-	(32,258)
Sussex Partnership NHS Foundation Trust	-	(154,166)	154,166	-	-	-
Lindridge	(19,387)	-	752	-	-	(18,636)
Springboard LD (Springwell)	(26,997)	-	-	-	-	(26,997)
Chalkhill Rockinghorse Fund	(24,177)	(22,335)	20,036	3,067	-	(23,408)
Chalkhill	(19,497)	(980)	-	(3,000)	-	(23,476)
Public Health East Sussex	-	(16,639)	16,639	-	-	-
Covid-19 Relief Fund	-	(18,436)	-	-	-	(18,436)
NHS Charities Together funded projects	-	(71,662)	54,620	9,933	-	(7,110)
Covid-19 BAME disparities programme	-	(50,000)	5,400	-	-	(44,600)
Second wave Covid-19 funding	-	(52,100)	28,677	-	-	(23,423)
The Estate of Michael Joseph Czerwik	(51,056)	-	-	-	-	(51,056)
Make for Tomorrow (Arts Council)	-	(31,500)	40,120	(14,989)	-	(6,369)
Other restricted funds	(176,224)	(25,953)	45,085	5,654	-	(151,438)
General Reserve	(70,271)	(12,749)	24,844	(665)	-	(58,841)
Total Funds	(722,570)	(496,474)	390,339	-	(90,392)	(919,097)

During the year there were no significant transfers between funds.

10.3 Charity Ownership

Sussex Partnership NHS Foundation Trust is the Corporate Trustee of the Charitable Funds governed by the law applicable to Trusts, namely the Trustee Act 2000 and the Charities Act 1993. The Corporate Trustee of the Charity acts through the decisions and actions of the executive and non-executive members of Sussex Partnership NHS Foundation Trust Board. Where statute permits, the Board delegates authority for the review of strategy, activity and compliance to a subcommittee of the Board called the Charitable Funds Committee.

Notes to the accounts

Note 11 • Transactions with related parties

11.1 Remuneration and benefits

There has been no remuneration or other benefits paid to a trustee or other related parties by the charity or any institution or company connected with it during 2020/21 (£Nil 2019/20).

11.2 Loans

There are no loans owing to or from the Charity's Trustee or other related parties by the Charity at the year end (£Nil 2019/20).

11.3 Related parties

Sussex Partnership NHS Foundation Trust is a sole trustee of the charity. All items of income and expenditure go through Sussex Partnership NHS Foundation Trust's financial ledger on the Charity's behalf. At the year end **£62,413** (2019/20 £73,004) was owed to the Trustee, and **£Nil** (2019/20 £Nil) owed by them. During the year, none of the members of the NHS Foundation Trust Board or senior NHS Foundation Trust staff or parties related to them were beneficiaries of the Charity.

There are no other transactions with related parties.

Note 12 • Grants paid of £3,500 or over

	£
General Fund	24,844
Public Health East Sussex	16,639
NHS Charities Together funded projects	54,620
Covid-19 BAME disparities programme	5,400
Second wave Covid-19 funding	28,677
Electronic Temperature Instruments	4,571
CAMHS LD/FISS	11,520
ATT Community Living	9,947
Make for Tomorrow (Arts Council)	40,120
Chalkhill Rockinghorse activities programme	20,036
Small grants across SPFT hospitals and services	19,800
Total	236,172

Notes to the accounts

Note 13 · Statement of financial activities comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total last year (£)
Income and endowments from:					
Donations and legacies	3	18,157	304,297	-	322,454
Investments	3	4,581	-	9,284	13,865
Total		22,738	304,297	9,284	336,319
Expenditure on:					
Raising funds	4	-	128,593	-	128,593
Charitable activities	4	4,601	136,027	-	140,628
Total		4,601	264,620	-	269,221
Net gains and (losses) on investment assets		0	0	(26,051)	26,051
Net income/ (expenditure)		18,137	39,677	(16,767)	41,047
Transfers between funds		-	-	-	-
Net movement in funds		18,137	39,677	(16,767)	41,047
Reconciliation of funds:					
Total funds brought forward		52,134	277,661	351,728	681,523
Total funds carried forward		70,271	317,338	334,961	722,570

Notes to the accounts

Note 14 - Balance sheet comparative detail

	Note	Unrestricted funds (£)	Restricted funds (£)	Endowment funds (£)	Total last year (£)
Fixed assets					
Investments		-	-	314,160	314,160
Total fixed assets		-	-	314,160	314,160
Current assets					
Debtors	8	-	51,718	-	51,718
Investments	7	-	264,125	-	264,125
Cash at bank and in hand		70,271	74,500	20,801	165,572
Total current assets		70,271	390,343	20,801	481,415
Creditors: amounts falling due within one year	9	-	73,005	-	73,005
Net current assets/(liabilities)		70,271	317,338	20,801	408,410
Total assets less current liabilities		70,271	317,338	334,961	722,570
Creditors: amounts falling due after one year		-	-	-	-
Total net assets		70,271	317,338	334,961	722,570
Funds of the Charity					
Unrestricted funds		70,271	-	-	70,271
Restricted income funds	10	-	317,338	-	317,338
Endowment funds	10	-	-	334,961	334,961
Total charity funds		70,271	317,338	334,961	722,570

Legal & Administrative Information

Heads On is an NHS charity in the corporate trustee model, established for charitable purposes in relation to the NHS and particularly for the benefit of patients of Sussex Partnership NHS Foundation Trust.

Sussex Partnership NHS Foundation Trust Corporate Trustee

Peter Molyneux

Chair

Sam Allen

Chief Executive

Anne Beales

Non-Executive Director

Simone Button (to December 2020)

Chief Operating Officer

John Child (from October 2021)

Chief Delivery Officer

Gordon Ferns (to April 2021)

Non-Executive Director

Sally Flint

Chief Finance Officer

Rick Fraser

Chief Medical Officer

Amanda Jones (from April 2020)

Non-Executive Director

Jo Larbie

Non-Executive Director

Beth Lawton (to July 2021)

Chief Digital and Information Officer

Carrie Llewellyn (from April 2021)

Non-Executive Director

Nitin Mehta (from April 2020)

Non-Executive Director

Acosia Nyanin (to July 2021)

Chief Nursing Officer

Jane Padmore (from August 2021)

Chief Nursing Officer

Gurprit Pannu (from July 2021)

Chief Digital and Information Officer

Martin Richards

Non-Executive Director

Stanley Riseborough (from December

2020 to November 2021)

Chief Operating Officer

Anna Van Der Gaag

Non-Executive Director

Gavin Wright

Chief People Officer

Trustee

The Charity has a Corporate Trustee – Appointments to the Corporate Trustee are made in accordance with Financial Standing Orders and prevailing guidance and/or legislation from the Department of Health or Appointments Commission.

Charity's Principle Address

Swandean
Arundel Road
Worthing
West Sussex
BN13 3EP

Charity's Independent Examiners TC Group

The Courtyard
Shoreham Road
Upper Beeding, Steyning
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