



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



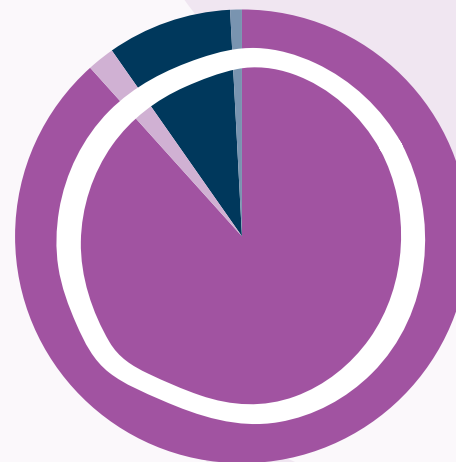
Total operating income for the financial year was £1.8m (2020/21: £496k).

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).

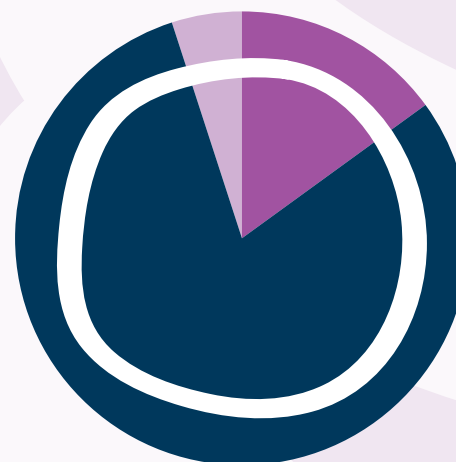
As an active NHS charity, predominantly funding projects within our parent NHS Trust and making external grants with restricted donations, our annual expenditure sometimes exceeds our income as we spend funds that we have held over time or restricted donations that are fundraised for specific, time-limited 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.

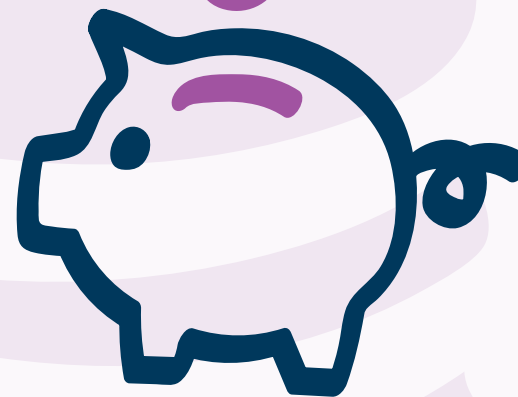
Financial Control and Risk Management

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.

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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
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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
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7.6 Income from investments for the year

Investment portfolio - Equities	8,671
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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	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

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w: headsoncharity.org