



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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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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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



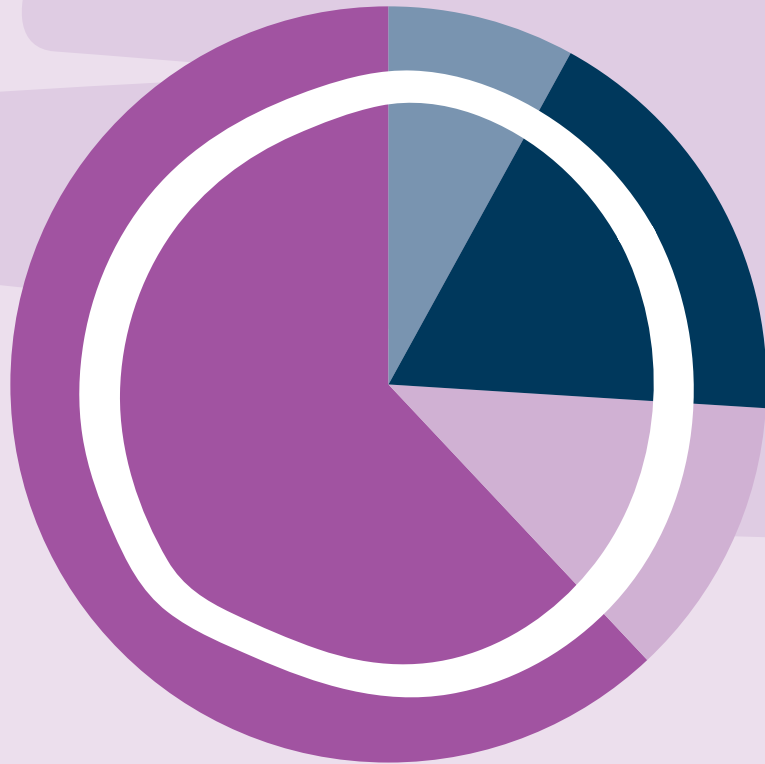
Parents

"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."

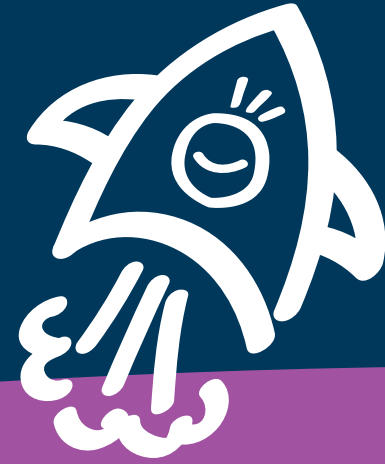


Improving the Therapeutic Environment

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).

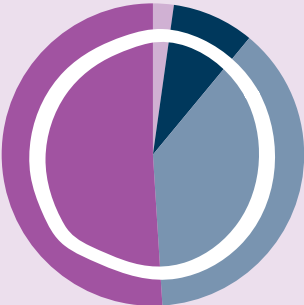
Support Costs £126k (2023/24 £135k*).

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)
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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

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