

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

England & Wales · Charity number 1054792

Details

Other names	HEALTH ADVOCACY AND COUNSELLING SERVICES FOR TURKISH AND KURDISH SPEAKING COMMUNITIES, HEALTH ADVOCACY SERVICES FOR TURKISH AND KURDISH SPEAKING COMMUNITIES, Derman
Status	Registered
Legal form	Charitable company
Company number	02910220
Registered	1996-04-23
Register	View on the Charity Commission register

Contact

Address	Derman First Floor 66 New North Road London N1 6TG
Phone	02076135944
Email	services@derman.org.uk
Website	www.derman.org.uk

Activities

Objects: (A) TO RELIEVE SICKNESS (INCLUDING SICKNESS ASSOCIATED WITH DISTRESS) AND TO PRESERVE AND IMPROVE HEALTH BY THE PROVISION OF COUNSELLING, ADVICE AND ADVOCACY, SUPPORT WORK AND OTHER ALLIED SERVICES; (B) TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES IN THE INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, FINANCIAL HARDSHIP OR SOCIAL CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THEIR CONDITION OF LIFE; (C) TO ADVANCE THE EDUCATION OF FAMILIES IN BETTER STANDARDS OF CHILDCARE; (D) TO RELIEVE POVERTY BY THE PROVISION OF WELFARE RIGHTS ADVICE; AMONGST THE TURKISH, KURDISH AND CYPRIOT COMMUNITIES ACROSS THE UK, IN PARTICULAR THOSE COMMUNITIES IN HACKNEY AND OTHER LONDON BOROUGHES

Activities: Derman provide holistic health and social care services such as Bilingual Health Advocacy, Counselling/Psychological Therapies, Mental Health Recovery Support and Welfare Rights Advice for the Kurdish, Turkish and Turkish Cypriot communities to greatly improve the quality of life and to promote the continued wellbeing of people within these communities.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** UK PARTICULARLY IN HACKNEY ND OTHER LONDON BOROUGHs
- Enfield
- Hackney
- Haringey
- Islington

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£836,059	£906,773	£311,059	32
2024-03-31	£751,523	£749,045	£381,773	28
2023-03-31	£668,615	£630,059	£379,295	28
2022-03-31	£554,091	£538,453	£340,740	26
2021-03-31	£591,580	£563,902	£325,102	24

Trustees

Name	Role	Appointed
Dr ADAM FORMAN	Chair	2018-01-23
Derya Sonmez		2024-07-09
Dr ZERRIN ATAKAN		2014-11-06
Ellie Montgomery		2026-01-20
Ilkay CINKO-ONER		2023-07-11
KADRIYE ALI		1996-05-10
Ulku Demir		2026-01-20
ZIYA ADNAN		2010-11-08

Accounts

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Company registration number 02910220 (England and Wales)

Charity registration number 1054792 (England and Wales)

**DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH
COMMUNITIES**

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

**DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH
COMMUNITIES**

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr Adam Forman Adem Celik Dr Zerrin Atakan Ziya Adnan Kadriye Ali Ilkay Cinko-Oner Derya Sonmez	(Appointed 9 July 2024)
Secretary	Nurullah Turan	
Country of incorporation	United Kingdom (England and Wales)	02910220
Charity registration	England and Wales	1054792
Registered office	First Floor 66 New North Road London N1 6TG	
Independent examiner	M J Bushell Audit LLP Ground Floor Kings House 101-135 Kings Road Brentwood Essex CM14 4DR	

**DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH
COMMUNITIES**

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DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

ACHIEVEMENTS AND PERFORMANCE

We are delighted that this year has, once again, proved the good work we have achieved. We continued to be a much-needed health and wellbeing service provider for Turkish and Kurdish communities. Our staff and volunteers worked vigorously to respond to the demands for Derman services by offering them in many ways face to face/online/telephone etc. to ensure that people are supported as effectively as possible.

Derman has also continued showing their greatest professionalism to sustain and expand the core services in line with its mission and vision in this challenging environment. We have been resilient and devoted to the needs of our service users, so we continued working closely with other agencies, funders, and our partner organisations.

Our Mission and Aims

- *To provide holistic, culturally sensitive and linguistically appropriate services that effectively meet the needs of our communities.*
- *To greatly improve the quality of life and to promote the continued wellbeing of people within these communities.*
- *To respond to the ongoing demands of the Kurdish and Turkish speaking communities in London by the continuous development of services and facilities that address their needs.*
- *To empower people and ensure their voices are heard.*

Our Vision and Values

Our vision is for a thriving community where Kurdish, Turkish and Turkish Cypriot people are able to reach their full potential and enjoy the highest quality of life and health.

- ***Inclusivity:*** *Our vision is to provide a service at no cost and accessible to all regardless of ethnicity, political or religious background.*
- ***Professionalism:*** *By providing the best possible service in the most effective, professional and caring way to our clients.*
- ***Community led and community based:*** *Derman developed from within the Kurdish, Turkish and Turkish Cypriot communities and remains firmly based within them.*
- ***Caring and commitment:*** *We care about our communities' wellbeing and are committed to improving their quality of life*
- ***Empowerment:*** *We are passionate about supporting our community members to feel more in control of their lives and make their voices heard.*

We responded to these aims by the provision of **Person-Centered Services**.

All Derman services are integrated to tackle people's mental, physical, social, financial and emotional problems. We delivered three main services through a holistic approach/person centered for the Kurdish and Turkish communities to greatly improve the quality of life and to promote the wellbeing of people within these communities. We are proud that, despite the difficulties and challenges of volatile funding environment, staff recruitment for certain positions as well as cost of living crises on our service users here in London.

We succeeded the following outcomes in 2024-25:

- Improving the wellbeing of people from our communities

- Delivering a high quality of services
- Increasing our reputation and profile
- Focusing on the importance of staff welfare

Derman has helped **3,340 people** and concluded **17,388 contacts/sessions**; **445 individuals** used more than one (two or more) of our services during 2024-25 financial year.

Derman put the service user at the heart of all its service provision. Derman currently offers holistic care through the following: Mental Health, Health Advocacy and Welfare Rights Advice services.

THE BILINGUAL HEALTH ADVOCACY SERVICE

This service forms a bridge between health professionals/the health system and service users who are registered with a Hackney GP and/or reside in City & Hackney since 1991. Derman Bilingual Health Advocacy service is the point of access for the Kurdish, Turkish, the Cypriot and Eastern European Turkish patients to health provision and empowers them through the provision of information on the availability of services, their rights, and entitlements.

This service provides:

- Help for people to say what their needs and problems are,
- Representation of people's interests,
- Help for people to obtain their rights,
- Assurance that they receive appropriate care and service,
- Empowerment of patients through the provision of relevant information,
- Confrontation of racism and discrimination where it exists,
- Interpretation that makes sense to the people concerned.

During 2024-25, despite all the challenges and difficulties-GPs' new ways of working through E-consult/online/through telephone health advocacy team provided a service to **2,456 individuals** and culminated **8,227 contacts** from 12 different GP surgeries in Hackney.

The most common complaints and conditions presented in 2024-25 financial year were as follows:

- Mental Health Problems (depression/anxiety, panic attacks etc.)
- Women's Health Problems
- Back/Neck Pain
- Diabetes
- Asthma/Chest related complaints
- Joint pain/Knee/Shoulder complaints
- Headache/Flu/Cold/Cough
- Stomach related complaints
- Skin conditions
- Blood pressure/tension issues

THE MENTAL HEALTH SERVICES

Derman's Mental Health services provide a wide range of psychological treatment interventions for Turkish,

Kurdish, and Cypriot Turkish adults with common mental health problems who have a low to moderate level of need.

Our Bilingual Counselling Service is accredited by the British Association of Counselling and Psychotherapy (BACP), as well as being an IAPT compliant organisation since 2016. These are the benchmarks for high quality service delivery by Derman.

During **2024-2025**, we received **690** referrals to our Mental Health Service. Out of these, **620** individuals were eligible and benefited from the support provided. Throughout the year, our team delivered a total of **7,440** (individual and group) counselling sessions/hours, offering vital assistance to those in need of mental health support.

We provided our mental health services under four different projects during 2024-25 financial year:

- **Talking Therapies (formerly IAPT-Increase Access to Psychological Therapies) Service:**

Derman's IAPT service is a partnership delivery model working closely with NHS and other VCSE organisations to deliver culturally specific psychological therapies to Turkish/ Kurdish speaking communities in Hackney. As part of the National Talking Therapies for Anxiety and Depression programme, we support people with common mental health problems such as anxiety and/or depression.

Our service has been IAPT compliant since 2016 and delivering culturally appropriate psychological therapies for Turkish, Kurdish and Turkish Cypriot communities funded currently by NHS North East London ICB.

Our therapists and psychological wellbeing practitioners (PWP) offer a range of evidence-based therapies approved by National Institute of Clinical Excellence (NICE) guidelines for common mental health problems such as anxiety and worry, depression and low mood, stress, sleep and low self-esteem for Hackney's Turkish/ Kurdish speaking communities. This is a stepped care model including low intensity (step 2) and high intensity (steps 3-4) services. Last financial year we provided steps 3 & 4 services which include the following components:

- Individual high intensity therapy by a qualified Interpersonal Therapist (IPT), Counselling for Depression (CfD), and Cognitive Behaviour Therapy (CBT)
- Group therapy

Outcomes for our IAPT service that people accessing talking therapies during the financial year showed significant recovery rates using both the PHQ9 measure of depression and the GAD7 measure of anxiety.

Derman IAPT recovery rate in 2024-25 was 59.2%, exceeding our yearly recovery rate target of 50%.

- **City & Hackney Mental Health Wellbeing Network:**

Derman is part of City and Hackney Wellbeing Network which is a partnership delivery model funded by the London Borough of Hackney. Derman has been part of City and Hackney Wellbeing Network since 2015. The Wellbeing Network is a unique offer as it supports clients with goal setting and case work, as well as therapeutic, social and creative groups that support mental health, physical health, daily living and relationships which are aimed to improve emotional wellbeing, provide recovery skills to recover, live independently, and to manage their mental and physical well-being.

We offered different group therapies/activities through this project during 2024-25:

Derman delivered **12** separate groups, with a total of **224** sessions.

Walk and Talk, Mental Health Awareness, Handcrafts (Women Only), Arts, Crafts & Talk (Women Only), Trauma Informed Yoga, Mood Stability Workshop, Women's Brain Health Group, Men's Self-Esteem Group, Women's Self-Esteem Group, Tavla (Backgammon) Social Group for Men, Tea Afternoon and Film Discussion Group.

- **Family Intervention Project:**

We continued providing this service during 2024-25 in partnership with the Minik Kardes and Imece, and funded by Big Lottery for Turkish, Kurdish and Turkish Cypriot families. This project involved working with the whole family to provide a tailored response to families' specific needs.

Family therapy service funding was secured for another two years with an increased counselling capacity as well as including a half a advice worker post for the project. The service is available for Turkish/ Kurdish communities from all North London boroughs.

A total of **98 people** were referred to the service during this period, resulting in **784 sessions** being delivered.

- **Community Connector:**

The programme is funded by East London NHS Foundation Trust and managed by the City and Hackney Mind. Derman has been the part of this mental health transformation programme based multi-disciplinary neighbourhood team to support people with mental health issues to link to their communities, developing a personalised programme of health and well-being activities through the community connectors in the last four years.

During the financial year **27** people received weekly regular help and support for their issues and benefited from this service.

THE WELFARE RIGHTS ADVICE SERVICE

During 2024-25, **640 clients/individuals** benefited from the service, and we made **1,721 contacts** with those clients to deal with their enquiries. The Welfare Advice service managed to secure around **£385,771** in benefits for our service users during the financial year.

We provided a high- quality professional welfare advice service in partnership with Hackney Council and other members of Advice network in Hackney to Kurdish/Turkish and Turkish Cypriot communities.

We increased our advice service capacity to meet the high demand from the communities we serve with funding from City Bridge Trust as well as Big Lottery and Independ Age. The increased capacity made a real difference to Turkish/Kurdish communities/service users' and their families' as the service is vital to reduce poverty. We supported them to tackle some of the issues that underpin the social determinants of health. Areas of support for our communities include welfare benefits, debt and housing.

Our key achievements were:

- Increased quality of life and reduced poverty for clients especially with disability/illness.
- Improvement of client's income by securing new or increased benefits, recovery of lost benefits, and clearing of debts.
- Prevention of homelessness by providing advice, information and assistance for service users' housing problems (rent arrears/debt, housing benefit problems).
- Increased awareness and information level of clients regarding the welfare benefit system, the changes taking place, how to access the system and improving communications between the clients and statutory agencies

STRATEGIC WORK

We have continued making progress in meeting our strategic priorities in the last year.

- **Trusted Charity mark** renewal process has been completed, and we successfully obtained the quality mark for another 3 years.
- **AQS-Advice quality mark** renewal work has gone underway well and we successfully obtained the quality mark for another 2 years.
- **Staff Welfare**, Derman continued offering professional, practical and emotional help and support for all its staff through Employee Assistance Programme provided by Education Support Partnership if/when needed.
- **Service Evaluation**, we continued regularly collecting feedback from our clients and professionals we work with: All Derman's services collect general descriptive data routinely throughout the year on demographics, referrals, client and contact numbers. We received a fantastic range of opinions and comments from service users. We asked for feedback from service users via the general feedback questionnaire and complete necessary monitoring forms and reports for funders. We asked what we could do to improve, most of our service users' suggestions were increasing activities and services that meet the needs of Turkish, Kurdish and Turkish Cypriot communities. More than 90% indicated that they felt happy with the Derman services and they were so appreciative and thankful for us helping and supporting them despite all the challenges.

Client feedback, Female-49: *"Some experiences in life are so deeply personal that even those closest to you may never fully understand them. As time passes, the weight of these unspoken emotions becomes harder to bear—mentally and emotionally. Through the therapy I received at Derman, I found a safe space to release those burdens. I feel lighter, more at peace, and truly grateful for the support that helped me heal."*

GP, Hackney said: *"Derman's Health Advocates in our Practice are absolutely asset to our Turkish patients and to us at the practice. They maintain professional approach. They are very trusted by our patients and staff alike. They have outstanding knowledge of local services and have been helpful to clinicians with suggestions. Highly recommend."*

Case Study-Journey Through Counselling - Ms L's story, Female-59:

Referral Reason:

Ms L was referred to Derman Counselling Services for depression and PTSD, rooted in childhood domestic violence and ongoing mistreatment in relationships.

Presenting Issues:

She experienced deep mistrust, emotional exhaustion, and trauma-related flashbacks. A false accusation shared online intensified her distress, leading to depression, insomnia, and hopelessness.

Therapeutic Process:

Counselling focused on empathetic listening and building trust. Over time, Ms L became more present-focused, gained confidence, and learned to set healthy boundaries.

Outcome:

By the end of therapy, she felt hopeful, emotionally stronger, and more in control of her relationships and life.

Our work would not be possible without the support of our funders and donors, and the support of everyone who shares our mission. We offer thanks to our hard-working and committed staff and volunteers for their great work this year.

RISK MANAGEMENT

The trustees have a risk management strategy which comprises of:

- An annual review of the risks faced by the charity
- The establishment of systems and procedures to mitigate the identified risks; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

Six of the key risks identified and their actions for Derman for the year ended 31st March 2025 were:

1. **Risk:** Overwhelming demands to Derman services from our communities due to effects of the economic downturns and cost of living crises in general and their effects on our service users here in London on their mental and physical health.
Mitigation: Develop a response plan by working closely with NHS/Council and all the other funding bodies to maximise the funding to increase the capacity of service provision, especially for welfare advice and mental health services, to deal with the demand; regularly update and evaluate Derman Business Continuity Plan.
2. **Risk:** Staff retention and keeping the GP venues for our service provision
Mitigation: Make plans for more staff welfare / team building activities / salary increments close to inflation figures. Working closely with GPs using all available venues for the service provision.
3. **Risk:** Volatility and decrease of voluntary income resulting from recession, high inflation and streamlining the services.
Mitigation: Strong messaging of the needs of the people Derman supports.
4. **Risk:** Continuing impact of budget cuts on the statutory income exacerbating the shortage of funding
Mitigation: Sustain open dialogue with local authorities and NHS and continually review opportunities.
5. **Risk:** Reputational risks associated with a serious incident involving people we support e.g., safeguarding, accidents.

Mitigating: Education and maintenance of awareness of safeguarding and whistleblowing at all levels of Derman. Rigorous training in health and safety for all our workforce and comprehensive risk assessments for all people we support.

6. **Risk:** With the uncertain economic environment there are challenges to making a long-term strategy

Mitigation: we are updating the strategic plan to meet our aims in the current climate.

RESERVES POLICY

The trustees review the organisation's reserves annually, in line with guidance issued by the Charity Commission. The trustees wish to hold a minimum of three to four months' direct charitable expenditure as reserves. They believe reserves at this level ensure the organisation can run efficiently, meet the needs of its service users and liabilities to employees. The Trustees have considered their policy on building up reserves and established that the appropriate level of free reserves is one that allows the charity to continue its normal activities in the event of a significant drop in funding or loss of projects. The Trustees aim to increase its free reserves in response to the higher risk of income reductions from public sector bodies and lower returns expected from charitable trust applications. The free reserves will enable Derman to meet its objectives if it faces a loss of income, increases in unfunded costs or delayed receipt of grants.

Derman also needed to maintain its reserves to respond to new payment by the activity/payment by result model contracts instead of block funding contracts. This will help us to continue to provide our core activities in the event of unexpected shortfall in income or delays in payment or payment of arrears.

PLANS FOR THE FUTURE

The demand for services is increasing while local authorities and clinical commissioning groups are demanding more responsive and higher quality services but have less funding available.

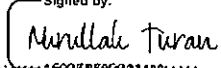
We aim to continue providing our services free so that access is open to all, and they are available to everyone regardless of an individual's faith, ethnicity or politics. Our focus will be responding to the needs of vulnerable people and strengthening our position as a preferred provider. Derman is dedicated to continuing the provision of high-quality, culturally appropriate and holistic services to support the Turkish, Kurdish and Turkish Cypriot communities using face to face interactions as well as telephone and online platforms.

Our focus will be on the following areas:

- We are positive, confident and optimistic about what we do and the future. It currently is a very challenging funding environment for, and we are therefore all working very hard to protect services for our clients. We must continue to innovate and improve and demonstrate our impact. The Department of Health Mental Health Strategy makes clear that as funding is reduced, the most effective services will get the most funding.
- Growing our income streams.
- Sustaining Derman's Family Therapy Service in Hackney and Islington and expanding into Haringey/Enfield.
- Making Derman's services more accessible/attractive to young/old people and other marginalized groups in our communities.
- Ensuring organisational structure to support expansion of service provision areas/locations and support organisational aims.
- Organising more Health Promotion meetings/activities to raise awareness on mental and physical health of our community members.

- Organising more staff outings/activities for team building as well as offering professional training courses for our staff.
- Investing on Derman's Website and social media works to increase awareness and to promote organisation's work and build more effective relationships with our communities and reach out more people.
- To continue to work in partnership with statutory and other voluntary organisations.

The trustees report was approved by the Board of Trustees.

Signed by:

.....
A628F879C933429.....
Nurullah Turan
Company Secretary

Date: 20 November 2025
.....

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

I report to the trustees on my examination of the financial statements of the company for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 386 of the Companies Act 2006;
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

M J Bushell Audit LLP

Ground Floor
Kings House
101-135 Kings Road
Brentwood
Essex
CM14 4DR
Date: 20.11.2025

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income from:							
Donations and legacies	3	10,050	10,000	20,050	10,000	-	10,000
Charitable activities	4	746,592	66,784	813,376	740,393	-	740,393
Investments	5	2,633	-	2,633	1,130	-	1,130
Total income		759,275	76,784	836,059	751,523	-	751,523
Expenditure on:							
Raising funds	6	41,617	-	41,617	21,128	-	21,128
Charitable activities	7	788,372	76,784	865,156	727,917	-	727,917
Total expenditure		829,989	76,784	906,773	749,045	-	749,045
Net income/(expenditure) and movement in funds		(70,714)	-	(70,714)	2,478	-	2,478
Reconciliation of funds:							
Fund balances at 1 April 2024		381,755	18	381,773	379,277	18	379,295
Fund balances at 31 March 2025		311,041	18	311,059	381,755	18	381,773

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

DERMAN - FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	13		3,600		876
Current assets					
Debtors	14	27,136		30,849	
Cash at bank and in hand		305,770		425,111	
		332,906		455,960	
Creditors: amounts falling due within one year	15	(25,447)		(75,063)	
Net current assets			307,459		380,897
Total assets less current liabilities			311,059		381,773
The funds of the charity					
Restricted income funds	18		18		18
Unrestricted funds	19		311,041		381,755
			311,059		381,773

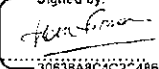
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 20 November 2025

Signed by:

 30632A8C4C2C486
 Dr Adam Forman
 Chair of Trustees

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(118,442)		140,930
Investing activities					
Purchase of tangible fixed assets		(3,532)		-	
Investment income received		2,633		1,130	
Net cash (used in)/generated from investing activities			(899)		1,130
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(119,341)		142,060
Cash and cash equivalents at beginning of year			425,111		283,051
Cash and cash equivalents at end of year			<u>305,770</u>		<u>425,111</u>

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Derman- for the Well-Being of Kurdish & Turkish Communities is a private company limited by guarantee incorporated in England and Wales. The registered office is The Basement, 66 New North Road, London N1 6TG.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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

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

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

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

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

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Office equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

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

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

1.11 Donated services and facilities

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

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

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	10,050	10,000	20,050	10,000	-	10,000

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities	Health Advocacy & Advice 2025		Mental Health Services 2025		Other income 2025		Total 2025		Health Advocacy & Advice 2024		Mental Health Services 2024		Other income 2024		Total 2024	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Income from Charitable Activities	236,758		551,818		24,800		813,376		201,328		519,265		19,800		740,393	
Analysis by fund																
Unrestricted funds	169,974		551,818		24,800		746,592		201,328		519,265		19,800		740,393	
Restricted funds	66,784		-		-		66,784		-		-		-		-	
	236,758		551,818		24,800		813,376		201,328		519,265		19,800		740,393	
Charitable activities																
Homerton Healthcare NHS Foundation Trust	98,686		-		-		-		97,789		-		-		97,789	
City Bridge Foundation (formerly City Bridge Trust)- (Advice work grant)	47,750		-		-		47,750		35,250		-		-		35,250	
Independent Age (Advice Work grant)	19,034		-		-		19,034		-		-		-		-	
Other Income - GP surgeries	14,040		-		-		14,040		14,040		-		-		14,040	
LB Hackney (Advice Work)	38,000		-		-		38,000		35,000		-		-		35,000	
Big Lottery Fund through Minik Kardes (Advice Work)	19,249		-		-		19,249		19,249		-		-		19,249	
Hackney CVS - Hackney giving grant	-		-		5,000		5,000		-		-		-		-	
LB Hackney-(Community Infrastructure grant)	-		-		19,800		19,800		-		-		19,800		19,800	
LB Hackney Public Health through Mind CHWF	-		123,816		-		123,816		-		115,428		-		115,428	
NHS North East London ICB (formerly Hackney CCG)	-		324,614		-		324,614		-		291,549		-		291,549	
Big Lottery Fund through Minik Kardes (Family Therapy work)	-		72,337		-		72,337		-		65,306		-		65,306	
GamCare-(Gambling Counselling)	-		-		-		-		-		28,672		-		28,672	

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

4	Charitable activities								
	East London FT (ELF) through Mind CHWF-Comm. Connector Project	-	31,051	-	31,051	-	18,310	-	18,310
		236,758	551,818	24,800	813,376	201,328	519,265	19,800	740,393

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	2,633	1,130

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Support costs	41,617	21,128

7 Expenditure on charitable activities

	2025 £	2024 £
Direct costs		
Staff costs	615,680	538,499
Depreciation and impairment	808	292
Health advocacy & advice	56,996	3,741
Mental health	187,232	183,165
	860,716	725,697
Share of support and governance costs (see note 8)		
Governance	4,440	2,220
	865,156	727,917
Analysis by fund		
Unrestricted funds	788,372	727,917
Restricted funds	76,784	-
	865,156	727,917

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Support costs allocated to activities

	2025 £	2024 £
Staff costs	32,405	9,402
Support costs	9,212	11,726
Governance costs	4,440	2,220
	<u>46,057</u>	<u>23,348</u>
Analysed between:		
Fundraising	41,617	21,128
Charitable expenditure	4,440	2,220
	<u>46,057</u>	<u>23,348</u>

9 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	-	-
Depreciation of owned tangible fixed assets	808	292
	<u>808</u>	<u>292</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>32</u>	<u>24</u>
Employment costs	2025 £	2024 £
Wages and salaries	600,792	502,018
Social security costs	38,901	36,703
Other pension costs	8,392	9,180
	<u>648,085</u>	<u>547,901</u>

There were no employees whose annual remuneration was more than £60,000.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

11 Employees

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	45,833	237,310

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13 Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost			
At 1 April 2024	9,857	19,446	29,303
Additions	-	3,532	3,532
At 31 March 2025	9,857	22,978	32,835
Depreciation and impairment			
At 1 April 2024	9,857	18,570	28,427
Depreciation charged in the year	-	808	808
At 31 March 2025	9,857	19,378	29,235
Carrying amount			
At 31 March 2025	-	3,600	3,600
At 31 March 2024	-	876	876

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	25,615	28,407
Prepayments and accrued income	1,521	2,442
	27,136	30,849

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

15 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		11,875	8,968
Deferred income	16	-	57,030
Trade creditors		1,822	707
Accruals		11,750	8,358
		<u>25,447</u>	<u>75,063</u>

16 Deferred income

	2025 £	2024 £
Other deferred income	-	57,030

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	-	57,030
Movements in the year:		
Deferred income at 1 April 2024	57,030	-
Released from previous periods	(57,030)	-
Resources deferred in the year	-	57,030
Deferred income at 31 March 2025	-	57,030

17 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	8,392	9,180

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
	18	76,784	(76,784)	18
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	18	-	-	18

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
PTA recurrent funding	50,000	-	(50,000)	-
General funds	331,755	759,275	(779,989)	311,041
	<u>381,755</u>	<u>759,275</u>	<u>(829,989)</u>	<u>311,041</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
PTA recurrent funding	-	50,000	-	50,000
General funds	379,277	701,523	(749,045)	331,755
	<u>379,277</u>	<u>751,523</u>	<u>(749,045)</u>	<u>381,755</u>

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	3,600	-	3,600
Current assets/(liabilities)	307,441	18	307,459
	<u>311,041</u>	<u>18</u>	<u>311,059</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	858	18	876
Current assets/(liabilities)	380,897	-	380,897
	<u>381,755</u>	<u>18</u>	<u>381,773</u>

21 Related party transactions

The trustees, Adem Celik and Ziya Adnan, are employed by the NHS. Their employment does not involve them in funding decisions affecting the charity.

As stated above there were no trustee expenses. There are no other related party transactions.

22	Cash (absorbed by)/generated from operations	2025 £	2024 £
	(Deficit)/surplus for the year	(70,714)	2,477
	Adjustments for:		
	Investment income recognised in statement of financial activities	(2,633)	(1,130)
	Depreciation and impairment of tangible fixed assets	808	292
	Movements in working capital:		
	Decrease in debtors	3,713	83,770
	Increase/(decrease) in creditors	7,414	(1,509)
	(Decrease)/increase in deferred income	(57,030)	57,030
	Cash (absorbed by)/generated from operations	<u>(118,442)</u>	<u>140,930</u>

23 Analysis of changes in net funds

The charity had no material debt during the year.

Accounts

Charity registration number 1054792

Company registration number 02910220 (England and Wales)

**DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH
COMMUNITIES**

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr Adam Forman Dr Elena Alexandrou (Resigned 7 th November 2023) Adem Celik Dr Zerrin Atakan Ziya Adnan Kadriye Ali
Secretary	Nurullah Turan (Appointed 3 rd June 2024)
Charity number	1054792
Company number	02910220
Registered office	The Basement 66 New North Road London N1 6TG
Independent examiner	M J Bushell Audit LLP 8 High Street Brentwood Essex CM14 4AB

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH
COMMUNITIES

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DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the 's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities they should undertake.

Achievements and performance

We continued to be a much-needed health and wellbeing services for Turkish and Kurdish communities. Despite the continued consequences of the cost of living crisis and the devastating earthquake tragedy in Turkey which still has a big effect on our communities here in North London especially. Our staff and volunteers worked vigorously to respond to the needs and demands from our communities to help and support them during all these difficult times.

Derman has also continued to expand the core services in line with its mission and vision in this challenging environment. We have been resilient and devoted to the needs of our service users and continued working closely with other agencies, funders, and our partner organizations.

We have made significant progress in meeting our key priorities in the last year on the following:

- Improving the wellbeing of people from our communities
- Delivering a high quality of services
- Achieving a sustainable financial future
- Increasing our reputation and profile – branching into neighboring boroughs.

Person Centered Service Provision

All Derman services are integrated to tackle people's mental, physical, social, financial and emotional problems.

Despite the difficulties and challenges, cost of living crisis and the effects of the tragic earthquake in Turkey on our service users and community here in London; we delivered our three main services with a holistic

person centered approach for the Kurdish and Turkish communities to greatly improve the quality of life and to promote wellbeing.

Derman currently offers holistic care through the following: Mental Health, Health Advocacy and Advice services.

- The Mental Health Services

Derman's Mental Health services provide a wide range of psychological treatment interventions for Turkish, Kurdish, and Cypriot Turkish adults with common mental health problems who have a low to moderate level of need.

672 people were referred to the service and **647 eligible clients** benefitted from the services. Our Bilingual Counselling Service is a unique organisation. Accredited by the British Association of Counselling and Psychotherapy (BACP), as well as being an IAPT compliant organization since 2016. These are the benchmarks for high quality service delivery by Derman.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2024*

We provided our mental health services under five different projects during 2023-24 financial year:

City & Hackney Mental Health Wellbeing Network: We offered different group therapies/activities through this project during 2023-24: Dementia Prevention, pain management, walk and talk, handcraft, PTSD stabilisation, Trauma informed yoga, delf help for depression, film discussion and taste of life groups

Derman has been part of City and Hackney Wellbeing Network since 2015. The Network mostly offers a range of group activities and limited one to one counselling which aimed to improve emotional wellbeing, provide recovery skills to recover, live independently, and to manage their mental and physical well-being.

IAPT (Improving Access to Psychological Therapies): Outcomes for IAPT service showed that people accessing talking therapies showed significant recovery rates using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman IAPT recovery rate was 60% in 2023-24, exceeding our target recovery rate of 50%.

Our service has been IAPT compliant since 2016 and delivering culturally appropriate psychological therapies for Turkish, Kurdish and Turkish Cypriot communities funded By NHS North East London Clinical Commissioning Group (NEL CCG).

Counselling on Gambling: This was a partnership service with GamCare to help overcome gambling problems in Turkish, Kurdish and Turkish Cypriot communities in London. Due to certain complications, we made the decision to terminate the contract for our gambling service ahead of schedule. This measure is necessary to address the issues encountered and to ensure compliance with our operational standards.

Family Intervention Project: We continued to provide this service during 2023-24 in partnership with Minik Kardes and Imece, funded by the Big Lottery; for Turkish, Kurdish and Turkish Cypriot families across north London. This project involves working with the whole family to provide a tailored response to families' specific needs. Family therapy service funding was secured for another 2 years with much increased capacity (1.5 posts) as well as adding half a post for an advice worker. The service has been available for the Turkish/Kurdish Communities in all North London boroughs from May 2023.

Since May 2023, our Family Therapy Service has been available to the Turkish and Kurdish communities across all North London boroughs. Over the past year, we have successfully supported numerous individuals and families through our counselling and advice services. The increased capacity will enable us to continue and enhance our support for these communities.

We are committed to providing high-quality family therapy and advice services and look forward to continuing this vital work.

Community Connector: The programme is funded by East London NHS Foundation Trust and managed by City and Hackney Mind. Derman has been the part of this mental health transformation programme based multi-disciplinary neighbourhood team to support people with mental health issues to link to their communities, developing a personalised programme of health and wellbeing activities through the community connectors in the last three years.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The Bilingual Health Advocacy Service

During 2023-24, despite all the challenges and difficulties-GPs' way of working is changing all the time. E-consult/online/telephone contact is not our way of working. Our client group benefit fully direct contact. Our health advocacy team provided service to **2,215 individuals** at 12 different GP surgeries. This resulted in **6,892 contacts** (face to face and through 3-way (doctor/patient/advocate) telephone consultations remotely or from the GP surgery).

This service provides access routes to health and social care services for Kurdish, Turkish, Cypriot and Eastern European Turkish people who are registered with a Hackney GP and/or reside in City & Hackney since 1991. The aim of our health advocacy service is to facilitate face to face or telephone communication between health professionals and service users by bridging the language and cultural barrier to assist patients in achieving better access to their local health and social care services.

The most common complaints and conditions presented in 2023-24 financial year were as follows:

- Diabetes
- Back/neck pain
- Mental health issues (depression, anxiety and PTSD were most reported)
- Headache/Flu/Cold/Cough
- Women's Health Problems
- Joint pain/Knee/Shoulder complaints
- Asthma/Chest related complaints
- Skin conditions
- Stomach related complaints
- Men's Health Problems

The Welfare Advice Service

During 2023-24, **506 clients/individuals** benefited from the service and **we made 2211 total contacts with service users ,865 telephone contacts 1346 have been face to face contacts** with those clients to deal with their enquiries. The Welfare Advice service managed to secure around **£167,028** in benefits for our service users during the financial year.

We provided a high- quality professional welfare advice service in partnership with Citizen Advice Bureau (CAB), Hackney Council, Hackney foodbank and other members of Advice network in Hackney to Kurdish/Turkish and Turkish Cypriot communities. It makes a real difference to service users' and their families' and is vital to reduce poverty. We supported them to tackle some of the issues that underpin the social determinants of health. Areas of support for our communities include welfare benefits, debt and housing. The demand for this service continues to be higher than our resources allow us to meet.

Strategic work

We have made significant progress in meeting our strategic priorities in the last year.

Our Business Plan 2022-27 has been published

We have worked hard to achieve our business plan objectives. We hired a Business Development Manager, updated our website, and increased our social media activity to reach younger generations and the LGBTQ+ community through open access groups. We also launched welfare services in Pymmes Park, Edmonton, and secured an agreement with Forest Road MSK, establishing a strong foundation for service provision in the Enfield area. These efforts have significantly advanced our mission and expanded our reach.

AQS-Advice quality mark application was submitted in March 2023. Our application was successful

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

and we were awarded the AQS for welfare benefits, housing, disability, older people and consumer and general contract on 16/06/2023 and is valid till 2025. We aim to use this standard to help with funding applications.

Staff Welfare

Derman continued offering professional, practical and emotional help and support for all its staff through the Employee Assistance Programme provided by Education Support Partnership. We arranged multiple staff means and a staff day outing to an escape room in March 2024, to work on team building during the 2023-24 financial year.

Service Evaluation

We regularly collect feedback from our clients and professionals we work with:

All of Derman's services collect general descriptive data routinely throughout the year on demographics, referrals, client and contact numbers. We received a fantastic range of opinions and comments from service users. We ascertain feedback from service users via the general feedback questionnaire and complete necessary monitoring forms and reports for funders.

Outcomes reported for our Improving Access to Psychological Therapies (IAPT) service showed that people accessing talking therapies recorded reliable recovery using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman's IAPT service recovery rate was 60% in 2023-24, exceeding our target recovery rate of 50%.

Service User, Male 23: "When I applied to Derman for counselling, I was unsure that if their staff could be helpful to my problems. I thought that Derman did not focus on young people's problems. However, I was new in this country and had limited English. I still preferred to have counselling in my mother tongue. After having counselling, my thoughts completely changed about Derman. My therapist helped me to feel more confident with my sexual identity, understand myself with my relations with others and have an easier adaptation process to London."

GP, Hackney said: "The health advocates are extremely helpful and always willing to help; sometimes staying beyond their used rushed time to help interpret. They play an important role in advocating for patients but also managing their expectations. They are helpful and invaluable interface between clinicians and patients particularly when there are cultural differences. My commendations to all advocates."

Case Study: Mrs A's story, Female-45: Mrs. A, a Turkish-speaking individual living outside Central London, sought help for her gambling addiction, feeling isolated and unsupported due to language barriers and an abusive relationship with her husband. We provided telephone sessions during his absence, ensuring confidentiality and her safety. Through therapy, we identified triggers for her gambling, stemming from loneliness and financial insecurity exacerbated by her husband's control. Mrs. A sought escape and financial independence through gambling but faced mounting debts. With our support, she initiated self-exclusion from betting shops, established a debt repayment plan, and regained her confidence. Three months later, she remained gamble-free, expressing satisfaction with her progress. This case highlights the importance of tailored support for marginalized individuals facing complex challenges like addiction and abuse.

Risk Management

The trustees have a risk management strategy which comprises of:

- An annual review of the risks faced by the charity
- The establishment of systems and procedures to mitigate the identified risks; and
- The implementation of procedures designed to minimize any potential impact on the charity should those risks materialize.

Seven of the key risks identified and their actions for Derman for the year ended 31st March 2023 were:

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

- L. **Risk:** Overwhelming demands to Derman services from our communities due to our expansion into other boroughs, long term effects of the pandemic, cost of living crisis and the effects of earthquake tragedy in Turkey on our service users here in London on their mental and physical health.

Mitigation: Develop a response plan by working closely with NHS/Council and all the other funding bodies to maximise the funding to increase the capacity of service provision, especially for welfare advice and mental health services, to deal with the demand; regularly update and evaluate Derman Business Continuity Plan

2. **Risk:** Staff retention and keeping the GP venues for our service provision post pandemic

Mitigation: Make plans for more staff welfare / team building activities / salary increments close to inflation figures. Working closely with GPs using all available venues for the service provision.

3. **Risk:** Volatility and decrease of voluntary income resulting from recession, high inflations and streamlining the services.

Mitigation: Strong messaging of the needs of the people Derman supports.

4. **Risk:** Continuing impact of budget cuts on the statutory income exacerbating the shortage of funding

Mitigation: Sustain open dialogue with local authorities and NHS and continually review new funding opportunities.

5. **Risk:** Reputational risks associated with a serious incident involving people we support e.g., safeguarding, accidents.

Mitigation: Education and maintenance of awareness of safeguarding and whistleblowing at all levels of Derman. Rigorous training in health and safety for all our workforce and comprehensive risk assessments for all people we support.

6. **Risk:** Increase in payments in arrears as a result of payment by activities and payment by results.

Mitigation: Derman will increase the reserves to respond to the new type of contracts.

7. **Risk:** With the uncertain economic environment there are challenges to making a long-term strategy:

Mitigation: we are working on updating the strategic plan to meet our aims in the current climate.

Reserves Policy

The trustees review the organisation's reserves annually, in line with guidance issued by the Charity Commission. The trustees wish to hold a minimum of three to four months' direct charitable expenditure as reserves. They believe reserves at this level ensure the organisation can run efficiently, meet the needs of its service users and liabilities to employees. The Trustees have considered their policy on building up reserves and established that the appropriate level of free reserves is one that allows the charity to continue its normal activities in the event of a significant drop in funding or loss of projects. The Trustees aim to increase its free reserves in response to the higher risk of income reductions from public sector bodies and lower returns expected from charitable trust applications. The free reserves will enable Derman to meet its objectives if it faces a loss of income, increases in unfunded costs or delayed receipt of grants.

Derman also needed to maintain its reserves in order to respond to new payment by the activity/payment by result model contracts instead of block funding contracts. This will help us to continue to provide our core activities in the event of unexpected shortfall of income or delays in payment or payment in arrears.

Plans for the 2023-24 Financial year

We aim to continue providing our services free so that access is open to all, and they are available to everyone regardless of an individual's background, age, gender, disability, faith, ethnicity or politics. Our

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

focus will be responding to the needs of vulnerable people and strengthening our position as a preferred provider. Derman is dedicated to continuing the provision of high-quality, culturally appropriate and holistic services to support the Turkish, Kurdish and Turkish Cypriot communities using face to face interactions as well as telephone and online platforms.

Our focus will be on the following areas:

- Growing our income streams.
- Securing additional resources to expand our Welfare Advice Service to out of Hackney to respond to the needs and demands of our communities in North London, especially Haringey and Enfield.
- Sustaining and further developing Derman's Family Therapy Service in Hackney and Islington and expand into Haringey/Enfield.
- Making Derman's services more accessible/attractive to young/old people and other marginalized groups in our communities.
- Ensuring organisational structure to support expansion of service provision areas/locations and support organisational aims.
- Organising more Health Promotion meetings/activities to raise awareness on mental and physical health of our community members
- Wellbeing of staff, focusing on team-building as well as offering appropriate training courses for our staff.
- Investing on Derman's Website and Social Media work to increase awareness and to promote organisation's work and build more effective relationship with our communities and reach out to more people.
- Investing in our IT equipment.
- To continue to work in partnership with statutory and other voluntary organisations and expand our reach.
- Reviewing our evaluation process to ensure that we look at qualitative outcomes that will help our vision and purpose.

The trustees report was approved by the Board of Trustees.

Signed by:

...A52BFB73EB93429...
Nurullah Turan
Company Secretary

12 November 2024
Date:

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

I report to the trustees on my examination of the financial statements of the company for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the 's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the 's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

DocuSigned by:


929FC8BB5E544CB...
M J Bushell Audit LLP

Corné Von Wielligh ACA

8 High Street
Brentwood
Essex
CM14 4AB

19 December 2024

Dated:

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	10,000	-	10,000	10,000	10,000	20,000
Charitable activities	4	740,393	-	740,393	647,695	-	647,695
Investments	5	1,130	-	1,130	920	-	920
Total income		751,523	-	751,523	658,615	10,000	668,615
Expenditure on:							
Raising funds	6	21,128	-	21,128	18,312	-	18,312
Charitable activities	7	727,917	-	727,917	601,747	10,000	611,747
Total expenditure		749,045	-	749,045	620,059	10,000	630,059
Net income and movement in funds							
		2,478	-	2,478	38,556	-	38,556
Reconciliation of funds:							
Fund balances at 1 April 2023		379,277	18	379,295	340,721	18	340,739
Fund balances at 31 March 2024		381,755	18	381,773	379,277	18	379,295

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

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	13		876		1,167
Current assets					
Debtors	14	30,849		114,619	
Cash at bank and in hand		425,111		283,051	
		455,960		397,670	
Creditors: amounts falling due within one year	15	(75,063)		(19,542)	
Net current assets			380,897		378,128
Total assets less current liabilities			381,773		379,295
The funds of the					
Restricted income funds	18		18		18
Unrestricted funds	19		381,755		379,277
			381,773		379,295

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

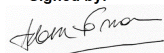
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

11 November 2024

The financial statements were approved by the trustees on

Signed by:



.....30638A8C4C2C486...

Dr Adam Forman

Chair of Trustees

Company registration number 02910220 (England and Wales)

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	22		140,930		6,451
Investing activities					
Investment income received		1,130		920	
Net cash generated from investing activities			1,130		920
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			142,060		7,371
Cash and cash equivalents at beginning of year			283,051		275,680
Cash and cash equivalents at end of year			425,111		283,051

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Derman- for the Well-Being of Kurdish & Turkish Communities is a private company limited by guarantee incorporated in England and Wales. The registered office is The Basement, 66 New North Road, London N1 6TG.

1.1 Accounting convention

The financial statements have been prepared in accordance with the 's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

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

1.4 Income

Income is recognised when the is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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

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

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

- Costs of raising funds comprise the costs of staff time and associated support costs.

- Expenditure on charitable activities includes the direct costs of providing the services and other activities undertaken to further the purposes of the charity and includes their associated support costs.

- Other expenditure represents those items not falling into any other heading.

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

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Office equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

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

Financial instruments are recognised in the 's balance sheet when the becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

1.11 Donated services and facilities

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

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

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	10,000	-	10,000	10,000	10,000	20,000

Donations in 2022 were unrestricted.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities

	Health Advocacy 2024 £	Mental Health Services 2024 £	Other income 2024 £	Total 2024 £	Health Advocacy 2023 £	Mental Health Services 2023 £	Other income 2023 £	Total 2023 £
Income from Charitable Activities	201,328	519,265	19,800	740,393	150,286	477,799	19,610	647,695
Charitable activities								
Homerton University Hospital NHS Foundation Trust	97,789	-	-	97,789	97,789	-	-	97,789
LB Hackney through CAB (East End Citizens Advice Bureaux)	-	-	-	-	29,565	-	-	29,565
LB Hackney through the Advocacy Project	-	-	-	-	1,610	-	-	1,610
The City Bridge Trust Grant for Advice Work	35,250	-	-	35,250	-	-	-	-
Welfare Rights/Advic work - London Borough of Hackney	35,000	-	-	35,000	-	-	-	-
Other income — GP surgeries	14,040	-	-	14,040	21,322	-	-	21,322
LB Hackney — Public Health through MIND	-	115,428	-	115,428	-	118,093	-	118,093
GamCare	-	28,672	-	28,672	-	32,976	-	32,976
NHS North East London Clinical Commissioning Group (Hackney CCG)	-	291,549	-	291,549	-	273,584	-	273,584
Big Lottery through Minik Kardes	19,249	65,306	-	84,555	-	29,739	-	29,739
East London Foundation Trust (ELF) through Hackney Mind	-	18,310	-	18,310	-	23,407	-	23,407
LB Hackney-(Community Infrasture grant)	-	-	-	-	-	-	-	-
The Whittington Hospital NHS Foundation Trust (Stop Smoking Project)	-	-	19,800	19,800	-	-	19,610	19,610
	201,328	519,265	19,800	740,393	150,286	477,799	19,610	647,695

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	1,130	920

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Support costs	21,128	18,312

7 Expenditure on charitable activities

	2024 £	2023 £
Direct costs		
Staff costs	538,499	492,720
Depreciation and impairment	292	415
Health advocacy & advice	3,741	7,863
Mental health	183,165	108,396
	725,697	609,394
Share of support and governance costs (see note 8)		
Governance	2,220	2,353
	727,917	611,747
Analysis by fund		
Unrestricted funds	727,917	601,747
Restricted funds	-	10,000
	727,917	611,747

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Support costs allocated to activities

	2024 £	2023 £
Staff costs	9,402	9,351
Support costs	11,726	8,961
Governance costs	2,220	2,353
	<u>23,348</u>	<u>20,665</u>
Analysed between:		
Fundraising	21,128	18,312
Charitable expenditure	2,220	2,353
	<u>23,348</u>	<u>20,665</u>

9 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	<u>292</u>	<u>415</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the during the year.

11 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	<u>30</u>	<u>28</u>
Employment costs	2024 £	2023 £
Wages and salaries	502,018	460,700
Social security costs	36,703	33,337
Other pension costs	9,180	8,034
	<u>547,901</u>	<u>502,071</u>

There were no employees whose annual remuneration was more than £60,000.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

11 Employees (Continued)

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	237,310	183,401

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13 Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost			
At 1 April 2023	9,857	19,446	29,303
At 31 March 2024	9,857	19,446	29,303
Depreciation and impairment			
At 1 April 2023	9,857	18,278	28,135
Depreciation charged in the year	-	292	292
At 31 March 2024	9,857	18,570	28,427
Carrying amount			
At 31 March 2024	-	876	876
At 31 March 2023	-	1,167	1,167

14 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	28,407	114,434
Prepayments and accrued income	2,442	185
	30,849	114,619

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

15 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		8,968	10,087
Deferred income	16	57,030	-
Trade creditors		707	1,905
Other creditors		-	277
Accruals		8,358	7,273
		<u>75,063</u>	<u>19,542</u>

16 Deferred income

	2024 £	2023 £
Other deferred income	<u>57,030</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>57,030</u>	<u>-</u>
Movements in the year:		
Deferred income at 1 April 2023	-	-
Resources deferred in the year	<u>57,030</u>	<u>-</u>
Deferred income at 31 March 2024	<u>57,030</u>	<u>-</u>

17 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>9,180</u>	<u>8,034</u>

The operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the in an independently administered fund.

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	18	-	-	18
	<u>18</u>	<u>-</u>	<u>-</u>	<u>18</u>
Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
	18	10,000	(10,000)	18
	<u>18</u>	<u>10,000</u>	<u>(10,000)</u>	<u>18</u>

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
PTA recurrent funding	-	50,000	-	50,000
General funds	379,277	701,523	(749,045)	331,755
	<u>379,277</u>	<u>751,523</u>	<u>(749,045)</u>	<u>381,755</u>
Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
General funds	340,721	658,615	(620,059)	379,277
	<u>340,721</u>	<u>658,615</u>	<u>(620,059)</u>	<u>379,277</u>

DERMAN- FOR THE WELL-BEING OF KURDISH & TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	858	18	876
Current assets/(liabilities)	380,897	-	380,897
	<u>381,755</u>	<u>18</u>	<u>381,773</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	1,149	18	1,167
Current assets/(liabilities)	378,128	-	378,128
	<u>379,277</u>	<u>18</u>	<u>379,295</u>

21 Related party transactions

The trustees, Adem Celik, Dr Elena Alexandrou and Ziya Adnan, are employed by the NHS. Their employment does not involve them in funding decisions affecting the charity.

As stated above there were no trustee expenses. There are no other related party transactions.

22 Cash generated from operations	2024 £	2023 £
Surplus for the year	2,477	38,556
Adjustments for:		
Investment income recognised in statement of financial activities	(1,130)	(920)
Depreciation and impairment of tangible fixed assets	292	415
Movements in working capital:		
Decrease/(increase) in debtors	83,770	(33,327)
(Decrease)/increase in creditors	(1,509)	1,727
Increase in deferred income	57,030	-
Cash generated from operations	<u>140,930</u>	<u>6,451</u>

23 Analysis of changes in net funds

The had no material debt during the year.

Accounts

Charity registration number 1054792

Company registration number 02910220 (England and Wales)

**DERMAN- FOR THE WELL-BEING OF THE KURDISH AND
TURKISH COMMUNITIES**

**THE TRUSTEES' REPORT AND UNAUDITED FINANCIAL
STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023**

**DERMAN- FOR THE WELL-BEING OF THE KURDISH AND
TURKISH COMMUNITIES**

LEGAL AND ADMINISTRATIVE INFORMATION

Chair of Trustees Dr Adam Forman

Trustees Dr Elana Alexandrou
Nurullah Turan
Adem Celik
Dr Zerrin Atakan
Ziya Adnan
Kadriye Ali

Secretary Zafer Kursun

Charity number 1054792

Company number 02910220

Registered office The Basement
66 New North Road
London
N1 6TG

Independent examiner M J Bushell Audit LLP
8 High Street
Brentwood
Essex
CM14 4AB

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND
TURKISH COMMUNITIES

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DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities they should undertake.

Achievements and performance

We continued to be a much-needed health and wellbeing services for Turkish and Kurdish communities. Despite the continued consequences of the pandemic, cost of living crises and later in the year the devastating earthquake tragedy in Turkey which had a big effect on our communities here in North London especially. Our staff and volunteers worked vigorously to respond to the needs and demands from our communities to help and support them during all these difficult times.

Derman has also continued to expand the core services in line with its mission and vision in this challenging environment. We have been resilient and devoted to the needs of our service users and continued working closely with other agencies, funders, and our partner organizations.

We have made significant progress in meeting our key priorities in the last year on the following:

- We returned safely to 100% pre-covid time tables for our service provision offering services in many different ways face to face/online/telephone etc. to ensure that people are supported as effectively as possible
- Improving the wellbeing of people from our communities
- Delivering a high quality of services
- Achieving a sustainable financial future
- Increasing our reputation and profile

Person Centered Service Provision

All Derman services are integrated to tackle people's mental, physical, social, financial and emotional problems. Despite the difficulties and challenges of post pandemic, cost of living crises and the effects of earthquake tragedy in Turkey on our service users here in London; we delivered our three main services through a holistic approach/person centered for the Kurdish and Turkish communities to greatly improve the quality of life and to promote the wellbeing of people within these communities.

Derman has helped **2,721 people** and concluded **13,250 contacts/sessions**; **467 individuals used more than One (two or more) of our services** during 2022-23 financial year.

Derman currently offers holistic care through the following: Mental Health, Health Advocacy and Advice services.

- The Mental Health Services

Derman's Mental Health services provide a wide range of psychological treatment interventions for Turkish, Kurdish, and Cypriot Turkish adults with common mental health problems who have a low to moderate level of need.

523 people were referred to the service and **501 eligible clients** benefitted from the services. These services provided a total of **5,840 (group + individual) sessions**. Our Bilingual Counselling Service is a unique organisation. Accredited by the British Association of Counselling and Psychotherapy (BACP), as well as being an IAPT compliant organization since 2016. These are the benchmarks for high quality service delivery by Derman.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

We provided our mental health services under five different projects during 2022-23 financial year:

City & Hackney Mental Health Wellbeing Network: We offered different group therapies/activities through this project during 2022-23: Behavioral activation, walk & talk, Taste of life, self-help for depression/anxiety, relapse prevention, body and mind (pain management), Trauma informed yoga, handcraft and LGBTQ+ groups.

Derman has been part of City and Hackney Wellbeing Network since 2015. The Network mostly offers a range of group activities and limited one to one counselling which aimed to improve emotional wellbeing, provide recovery skills to recover, live independently, and to manage their mental and physical well-being.

IAPT (Improving Access to Psychological Therapies): Outcomes for IAPT service showed that people accessing talking therapies showed significant recovery rates using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman IAPT recovery rate was 61.1% in 2022-23, exceeding our target recovery rate of 50%.

Our service has been IAPT compliant since 2016 and delivering culturally appropriate psychological therapies for Turkish, Kurdish and Turkish Cypriot communities funded By NHS North East London Clinical Commissioning Group (NEL CCG).

Counselling on Gambling: This is a partnership service with GamCare to help overcome gambling problems in Turkish, Kurdish and Turkish Cypriot communities in London. Derman is the only organisation, providing specific counselling service for gamblers and their families to Turkish, Kurdish and Turkish Cypriot communities since 2010.

Gambling Counselling service provision funding secured with increased capacity under new funder-GambleAware from April 2023.

Family Intervention Project: We continued providing this service, funded by Big Lottery, during 2022-23 in partnership with the Minik Kardes and Imece for the Turkish, Kurdish and Turkish Cypriot families from Hackney and Islington. This project involves working with the whole family to provide a tailored response to families' specific needs. Family therapy service funding was secured for another 2 years with much increased capacity (1.5 posts) as well as adding half a post advice worker funding for the project. And the service will be available for Turkish/Kurdish Communities from all North London boroughs from May 2023.

Community Connector: The programme is funded by East London NHS Foundation Trust and managed by the City and Hackney Mind. Derman has been the part of this mental health transformation programme based multi-disciplinary neighbourhood team to support people with mental health issues to link to their communities, developing a personalised programme of health and wellbeing activities through the community connectors in the last two years.

The Bilingual Health Advocacy Service

During 2022-23, despite all the challenges and difficulties-GPs' way of working is changing all the time. E-consult/online/telephone contact is not our way of working. Our client group benefit fully direct contact. Our health advocacy team provided service to **2,177 individuals** at 13 different GP surgeries. This resulted in **6,329 contacts** (face to face and through 3-way (doctor/patient/advocate) telephone consultations remotely or from the GP surgery).

This service provides access routes to health and social care services for Kurdish, Turkish, Cypriot and Eastern European Turkish people who are registered with a Hackney GP and/or reside in City & Hackney since 1991. The aim of our health advocacy service is to facilitate face to face or telephone communication between health professionals and service users by bridging the language and cultural barrier to assist patients in achieving better access to their local health and social care services.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

The most common complaints and conditions presented in 2022-23 financial year were as follows:

- Headache/Flu/Cold/Cough
- Mental Health Problems (depression/anxiety, panic attacks etc.)
- Back/Neck Pain
- Diabetes
- Women's Health Problems
- Joint pain/Knee/Shoulder complaints
- Asthma/Chest related complaints
- Skin conditions
- Stomach related complaints
- Men's Health Problems

The Welfare Advice Service

During 2022-23, **470 clients/individuals** benefited from the service and **we made 1,081 contacts** with those clients to deal with their enquiries. The Welfare Advice service managed to secure around **£141,815** in benefits for our service users during the financial year. We have also organised a consultation meeting with service users to give information on the pensions and some other changes in welfare benefit areas during the year.

We provided a high- quality professional welfare advice service in partnership with Citizen Advice Bureau (CAB), Hackney Council, Hackney Foodbank and other members of Advice network in Hackney to Kurdish/Turkish and Turkish Cypriot communities. It makes a real difference to service users' and their families' and is vital to reduce poverty. We supported them to tackle some of the issues that underpin the social determinants of health. Areas of support for our communities include welfare benefits, debt and housing. The demand for this service continues to be higher than our resources allow us to meet.

Strategic work

We have made significant progress in meeting our strategic priorities in the last year.

Our New Business Plan 2022-27 has been published

We held structured consultations with our users, our people, and our partners. During the second half of 2022, we have met with both staff and service users to help inform the development of this plan for the next five years. This new business plan sets out our vision for the immediate future and coming years, and the steps we shall take to support and develop our work with and for our communities.

AQS-Advice quality mark application has been submitted in March 2023 which will be good to have it for generating more funding for the service provision to meet the needs of our communities in Hackney and surrounding borough where the Turkish/Kurdish communities reside with big numbers.

Staff Welfare

Derman continued offering professional, practical and emotional help and support for all its staff through the Employee Assistance Programme provided by Education Support Partnership. We organised staff day outings to Hever Castle in June 2022 and walk/talk/eating together day out in October 2022 during 2022-23 financial year.

Service Evaluation

We regularly collect feedback from our clients and professionals we work with:

All of Derman's services collect general descriptive data routinely throughout the year on demographics, referrals, client and contact numbers. We received a fantastic range of opinions and comments from service users. We ascertain feedback from service users via the general feedback questionnaire and complete necessary monitoring forms and reports for funders.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

We also run service users consultation session during our AGM in November 2022 for all our main services in separate group sessions. We asked what we could do to improve, most of our service users suggestions were increasing activities and services that meet the needs of Turkish, Kurdish and Turkish Cypriot communities. More than 90% indicated that they felt happy with the Derman services and they were so appreciative and thankful for us helping and supporting them despite all the challenges, especially during the pandemic.

Outcomes reported for our Improving Access to Psychological Therapies (IAPT) service showed that people accessing talking therapies recorded reliable recovery using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman's IAPT service recovery rate was 61.1% in 2022-23, exceeding our target recovery rate of 50%.

Service User, Male-45: "This service in Derman helped me to stop gambling. My journey to be able to cope with the gambling wasn't easy. First few weeks of starting counselling, I immediately stopped playing. I thought giving up was not difficult. However, addiction came back and I started playing again which hit my confidence. But I kept coming to these sessions. Here I talk about the strategies that would help me to stay clear of gambling. I understand better my trigger points why I need to gamble in the first place. I stopped gambling completely. This is the first time I was able to pay all my credit card account. Just a few months ago I was hopeless. Now I even manage to save money."

GP, Hackney said: "Derman's Health Advocates in our Practice are absolutely essential to our Turkish patients and to us at the practice. They maintain professional approach. They are very trusted by our patients and staff alike. They have outstanding knowledge of local services and have been helpful to clinicians with suggestions. Highly recommend."

Case Study: Ms A's story, Female-57: Ms A was referred to Derman Counselling Services, for depression and PTSD (Post Traumatic Stress Disorder). The client lost her trust in others and was badly treated in her relationships, due to the domestic violence she experienced as a child. Her extremely hard work in her marriage, workplace and family environment were not valued. A year ago, the client was falsely accused of doing something wrong which was shared on social media. This was the last straw for the client. At the beginning of the counselling sessions, the client experienced many negative feelings including, feeling depressed, insomnia, hopelessness, not being able to enjoy her life. Because of the flash backs about traumatic childhood experiences the client was continuously disturbed. During the counselling sessions, listening to the client in a non-judgmental and an empathic way, enabled the establishment of the trust relationship in the therapy. As the sessions advanced, the client started to live in the here and now experience. By the end of the therapy, the client was looking at life from a confident and hopeful point. She was also establishing the relationship boundaries according to her needs.

Risk Management

The trustees have a risk management strategy which comprises of:

- An annual review of the risks faced by the charity
- The establishment of systems and procedures to mitigate the identified risks; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

Seven of the key risks identified and their actions for Derman for the year ended 31st March 2023 were:

1. **Risk:** Overwhelming demands to Derman services from our communities due to effects of the pandemic, cost of living crises and the effects of earthquake tragedy in Turkey on our service users here in London on their mental and physical health.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Mitigation: Develop a response plan by working closely with NHS/Council and all the other funding bodies to maximise the funding to increase the capacity of service provision, especially for welfare advice and mental health services, to deal with the demand; regularly update and evaluate Derman Business Continuity Plan

2. **Risk:** Staff retention and keeping the GP venues for our service provision post pandemic.
Mitigation: Make plans for more staff welfare / team building activities / salary increments close to inflation figures. Working closely with GPs using all available venues for the service provision.
3. **Risk:** Volatility and decrease of voluntary income resulting from recession, high inflations and streamlining the services.
Mitigation: Strong messaging of the needs of the people Derman supports.
4. **Risk:** Continuing impact of budget cuts on the statutory income exacerbating the shortage of funding.
Mitigation: Sustain open dialogue with local authorities and NHS and continually review opportunities.
5. **Risk:** Reputational risks associated with a serious incident involving people we support e.g., safeguarding, accidents.
Mitigation: Education and maintenance of awareness of safeguarding and whistleblowing at all levels of Derman. Rigorous training in health and safety for all our workforce and comprehensive risk assessments for all people we support.
6. **Risk:** Increase in payments in arrears as a result of payment by activities and payment by results.
Mitigation: Derman will increase the reserves to respond to the new type of contracts.
7. **Risk:** With the uncertain economic environment there are challenges to making a long-term strategy:
Mitigation: we are working on updating the strategic plan to meet our aims in the current climate.

Reserves Policy

The trustees review the organisation's reserves annually, in line with guidance issued by the Charity Commission. The trustees wish to hold a minimum of three to four months' direct charitable expenditure as reserves. They believe reserves at this level ensure the organisation can run efficiently, meet the needs of its service users and liabilities to employees. The Trustees have considered their policy on building up reserves and established that the appropriate level of free reserves is one that allows the charity to continue its normal activities in the event of a significant drop in funding or loss of projects. The Trustees aim to increase its free reserves in response to the higher risk of income reductions from public sector bodies and lower returns expected from charitable trust applications. The free reserves will enable Derman to meet its objectives if it faces a loss of income, increases in unfunded costs or delayed receipt of grants.

Derman also needed to maintain its reserves in order to respond to new payment by the activity/payment by result model contracts instead of block funding contracts. This will help us to continue to provide our core activities in the event of unexpected shortfall of income or delays in payment or payment in arrears.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Plans for the 2023-24 Financial year

We aim to continue providing our services free so that access is open to all, and they are available to everyone regardless of an individual's faith, ethnicity or politics. Our focus will be responding to the needs of vulnerable people and strengthening our position as a preferred provider. Derman is dedicated to continuing the provision of high-quality, culturally appropriate and holistic services to support the Turkish, Kurdish and Turkish Cypriot communities using face to face interactions as well as telephone and online platforms.

Our focus will be on the following areas:

- Growing our income streams.
- Securing additional resources to expand our Welfare Advice Service to out of Hackney to respond the needs and demands in North London especially Haringey and Enfield. Obtaining Advice Quality Standard mark/accreditation.
- Sustaining Derman's Family Therapy Service in Hackney and Islington and expand into Haringey/Enfield.
- Making Derman's services more accessible/attractive to young/old people and other marginalized groups in our communities.
- Ensuring organisational structure to support expansion of service provision areas/locations and support organisational aims.
- Organising more Health Promotion meetings/activities to raise awareness on mental and physical health of our community members
- Organising organize more staff outings/activities for team building as well as offering professional training courses for our staff.
- Investing on Derman's Website and Social Media work to increase awareness and to promote organisation's work and build more effective relationship our communities and reach out more people.
- To continue to work in partnership with statutory and other voluntary organisations.

The trustees report was approved by the Board of Trustees.

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Zafer Kursun

Company Secretary

Date: 8th September 2023

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES' OF DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

I report to the trustees on my examination of the financial statements of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

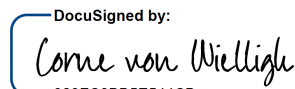
Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

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Corné von Wielligh ACA

M J Bushell Audit LLP

8 High Street
Brentwood
Essex
CM14 4AB

18 September 2023

Dated:

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
<u>Income from:</u>							
Donations and legacies	3	10,000	10,000	20,000	10,200	-	10,200
Charitable activities	4	647,695	-	647,695	543,839	-	543,839
Investments	5	920	-	920	52	-	52
Total income		658,615	10,000	668,615	554,091	-	554,091
<u>Expenditure on:</u>							
Raising funds	6	18,312	-	18,312	8,516	-	8,516
Charitable activities	7	601,747	10,000	611,747	529,930	7	529,937
Total expenditure		620,059	10,000	630,059	538,446	7	538,453
Net income for the year/ Net movement in funds		38,556	-	38,556	15,645	(7)	15,638
Fund balances at 1 April 2022		340,721	18	340,739	325,077	25	325,102
Fund balances at 31 March 2023		379,277	18	379,295	340,722	18	340,740

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	12		1,168		1,582
Current assets					
Debtors	13	114,619		81,293	
Cash at bank and in hand		283,051		275,679	
		<u>397,670</u>		<u>356,972</u>	
Creditors: amounts falling due within one year	14	<u>(19,543)</u>		<u>(17,814)</u>	
Net current assets			378,127		339,158
Total assets less current liabilities			<u>379,295</u>		<u>340,740</u>
Income funds					
Restricted funds			18		18
Unrestricted funds			379,277		340,722
			<u>379,295</u>		<u>340,740</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees/directors on 8th September 2023.

DocuSigned by:

 ...30638A8C4C2C486...
 Dr Adam Forman
Chair of Trustees

Company registration number 02910220

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	17		6,451		(35,245)
Investing activities					
Investment income received		920		52	
Net cash generated from investing activities			920		52
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			7,371		(35,193)
Cash and cash equivalents at beginning of year			275,680		310,873
Cash and cash equivalents at end of year			283,051		275,680

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Derman- for the Well-Being of The Kurdish And Turkish Communities is a private company limited by guarantee incorporated in England and Wales. The registered office is The Basement, 66 New North Road, London N1 6TG.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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

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

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

- Costs of raising funds comprise the costs of staff time and associated support costs.

- Expenditure on charitable activities includes the direct costs of providing the services and other activities undertaken to further the purposes of the charity and includes their associated support costs.

- Other expenditure represents those items not falling into any other heading.

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

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Office equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

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

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.11 Donated services and facilities

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

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

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total Unrestricted funds	
	2023 £	2023 £	2023 £	2022 £
Donations and gifts	10,000	10,000	20,000	10,200

Donations in 2022 were unrestricted.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities

	Health Advocacy and Advice Services 2023 £	Mental Health Services 2023 £	Other income 2023 £	Total 2023 £	Health Advocacy and Advice Services 2022 £	Mental Health Services 2022 £	Total 2022 £
Income from Charitable Activities	150,286	477,799	19,610	647,695	155,094	388,745	543,839
Charitable activities							
Homerton University Hospital NHS Foundation Trust	97,789	-	-	97,789	96,671	-	96,671
LB Hackney through CAB (East End Citizens Advice Bureaux)	29,565	-	-	29,565	26,271	-	26,271
LB Hackney through the Advocacy Project	1,610	-	-	1,610	5,520	-	5,520
Hackney CVS through Day-Mer (Hackney Giving Coronavirus Response Fund)	-	-	-	-	4,519	-	4,519
Other income — GP surgeries	21,322	-	-	21,322	22,113	-	22,113
LB Hackney — Public Health through Hackey Mind	-	118,093	-	118,093	-	118,093	118,093
GamCare	-	32,976	-	32,976	-	32,017	32,017
NHS North East London Clinical Commissioning Group (Hackney CCG)	-	273,584	-	273,584	-	186,564	186,564
Big Lottery through Minik Kardes	-	29,739	-	29,739	-	32,007	32,007
East London Foundation Trust (ELF) through Hackney Mind	-	23,407	-	23,407	-	20,064	20,064
LB Hackney-(Community Infrastructure grant)	-	-	18,000	18,000	-	-	-
The Whittington Hospital NHS Foundation Trust (Stop Smoking Project)	-	-	1,610	1,610	-	-	-
	150,286	477,799	19,610	647,695	155,094	388,745	543,839

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Interest receivable	920	52

6 Raising funds

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
<u>Fundraising and publicity</u>		
Support costs	18,312	8,516
	18,312	8,516

7 Charitable activities

	Charitable Expenditure	Charitable Expenditure
	2023	2022
	£	£
Depreciation and impairment	415	526
Health Advocacy and Advice	200,434	164,082
Mental Health	408,545	360,529
	609,394	525,137
Share of governance costs (see note 8)	2,353	4,800
	611,747	529,937
Analysis by fund		
Unrestricted funds	610,747	529,930
Restricted funds	10,000	7

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8 Support costs

	Support costs £	Governance costs £	2023 £	Support costs £	Governance costs £	2022 £
Staff costs	9,351	-	9,351	-	-	-
Support costs	8,961	-	8,961	8,516	-	8,516
Independent examiner's fees	-	2,340	2,340	-	2,340	2,340
AGM costs	-	-	-	-	2,447	2,447
Companies House filing fee	-	13	13	-	13	13
	<u>18,312</u>	<u>2,353</u>	<u>20,665</u>	<u>8,516</u>	<u>4,800</u>	<u>13,316</u>
Analysed between						
Fundraising	18,312	-	18,312	8,516	-	8,516
Charitable activities	-	2,353	2,353	-	4,800	4,800
	<u>18,312</u>	<u>2,353</u>	<u>20,665</u>	<u>8,516</u>	<u>4,800</u>	<u>13,316</u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits during the year.

10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	<u>28</u>	<u>26</u>
Employment costs	2023 £	2022 £
Wages and salaries	460,700	411,246
Social security costs	33,337	27,349
Other pension costs	8,034	6,461
	<u>502,071</u>	<u>445,056</u>

There were no employees whose annual remuneration was more than £60,000.

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost			
At 1 April 2022	9,857	19,446	29,303
At 31 March 2023	9,857	19,446	29,303
Depreciation and impairment			
At 1 April 2022	9,832	17,889	27,721
Depreciation charged in the year	25	389	414
At 31 March 2023	9,857	18,278	28,135
Carrying amount			
At 31 March 2023	-	1,168	1,168
At 31 March 2022	25	1,557	1,582

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	114,434	77,542
Other debtors	-	2,694
Prepayments and accrued income	185	1,057
	114,619	81,293

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	10,087	7,414
Trade creditors	1,905	701
Other creditors	278	-
Accruals and deferred income	7,273	9,699
	19,543	17,814

DERMAN- FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

15 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	1,150	18	1,168	1,564	1,582
Current assets/(liabilities)	378,127	-	378,127	339,158	339,158
	<u>379,277</u>	<u>18</u>	<u>379,295</u>	<u>340,722</u>	<u>340,740</u>

16 Related party transactions

The trustees, Adem Celik, Dr Elena Alexandrou and Ziya Adnan, are employed by the NHS. Their employment does not involve them in funding decisions affecting the charity.

As stated above there were no trustee expenses. There are no other related party transactions.

17 Cash generated from operations

	2023 £	2022 £
Surplus for the year	38,555	15,638
Adjustments for:		
Investment income recognised in statement of financial activities	(920)	(52)
Depreciation and impairment of tangible fixed assets	415	526
Movements in working capital:		
(Increase) in debtors	(33,327)	(45,493)
(Decrease) in creditors	1,728	(5,866)
Cash generated from/(absorbed by) operations	<u>6,451</u>	<u>(35,247)</u>

18 Analysis of changes in net funds

They had no debt during the year.

Accounts

Company No. 02910220
Charity No. 1054792

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
FINANCIAL STATEMENTS AND THE TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

ALISON WARD ACCOUNTANTS
CHARTERED CERTIFIED ACCOUNTANTS

28 HILLS ROAD
BUCKHURST HILL
ESSEX IG9 5RS

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
FINANCIAL STATEMENTS AND THE TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

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**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT - STATUTORY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2022**

TRUSTEES

Dr Elena Alexandrou
Kadriye Ali
Ziya Adnan
Dr Zerrin Atakan
Adem Celik
Dr Adam Forman (Chair)
Nurullah Turan

SECRETARY

Zafer Kursun (from 1 July 2021)
Nursel Tas (to 30 June 2021)

REGISTERED OFFICE

The Basement
66 New North Road
London N1 6TG

COMPANY NUMBER

02910220

CHARITY NUMBER

1054792

BANKERS

The Co-operative Bank Plc
P.O. Box 250
Delf House
Southway
Skelmersdale WN8 6WT

INDEPENDENT EXAMINER

Alison Ward FCCA
Alison Ward Accountants
Chartered Certified Accountants
28 Hills Road
Buckhurst Hill
Essex IG9 5RS

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

The trustees (who are also the directors) present their report and the independently examined financial statements of the charitable company for the year ended 31 March 2022. The statutory information is shown on Page 1.

GOVERNING DOCUMENT

Derman - for the well-being of the Kurdish & Turkish Communities (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 1985 as a company limited by guarantee and not having a capital divided by shares. Each member present and twelve months past is liable to contribute a sum not exceeding £1 on the company's winding up.

The company was incorporated on 18th March 1994 and is a registered charity constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1054792 and the company registration number is 2910220.

PRINCIPAL ACTIVITIES

The company's Memorandum & Articles of Association was amended in its AGM on 17 November 2006 and its activities now are:

- to relieve sickness (including sickness associated with distress) and to preserve and improve health by the provision of counselling, advice and advocacy, support work and other allied services;
- to provide or assist in the provision of facilities in the interests of social welfare, for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their condition of life;
- to advance the education of families in better standards of childcare;
- to relieve poverty by the provision of welfare rights advice amongst the Turkish, Kurdish and Cypriot Turkish communities across the UK, in particular those communities in Hackney and other London boroughs.

PUBLIC BENEFIT

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and in planning future activities.

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

ACHIEVEMENTS AND PERFORMANCE

We celebrated our 30th year in September 2021 as a charity organisation. Starting from a small room in a GP practice in 1991 with a couple of staff, providing much needed and valuable services year in year out for the last 30 years. This is a great achievement for our community. Through hard work, commitment and contribution from everyone involved, Derman is now a well-known, respected and trusted by funders, professionals and clients. Statutory bodies and councils recognise services make a positive difference to peoples' lives. We are proud of this achievement to date. The aim is to take the organization to a new level, doing better, reaching out to more people; helping and supporting them, and making a difference.

The 2021-22 financial year was another difficult one for everyone. The Pandemic continued effecting all of us, as individuals, families and organizations. It was a year of concerns, fear, difficulties, barriers and isolation. As Derman, despite the challenges and difficulties of Covid, continued working hard and put all the necessary measures in place quickly and effectively and adapted to the new ways of working. We have been resilient and devoted to the needs of our service users so we continued working closely with other agencies, funders, and our partner organizations.

We returned safely to almost %100 pre-covid time tables for our service provision since July 2021 providing most of our services face to face to ensure that people are supported as effectively as possible. However, we may need to work through the lasting consequences of the Covid-19 pandemic and adapt to new challenges and opportunities in different ways of working in coming years.

1. Person Centred / Holistic Service Provision

Derman put the service user at the heart of all its service provision. All Derman services integrated to tackle people's mental, physical, social, financial and emotional problems. Derman currently offers holistic care through the following: Mental Health, Health Advocacy and Advice services.

We are proud that, despite the difficulties and challenges of the pandemic, Derman has helped **2,915 people** and concluded **13,226 contacts/sessions** during 2021-22 financial year.

The Mental Health Services

Derman's Mental Health services provide a wide range of psychological treatment interventions for Turkish, Kurdish, and Cypriot Turkish adults with common mental health problems who have a low to moderate level of need.

603 people were referred to the service and, **eligible 586 clients** benefitted from the services. These services provided a total of **6,463 sessions**. Our Bilingual Counselling Service is a unique organisation Accredited by the British Association of Counselling and Psychotherapy (BACP), as well as being an IAPT compliant organization since 2016. These are the benchmarks for high quality service delivery by Derman.

Derman's Mental Health Services include following projects:

- **Improving Access to Psychological Therapies (IAPT):** Approved since 2016, delivering culturally appropriate psychological therapies for Turkish, Kurdish and Turkish Cypriot communities funded By NHS North East London Clinical Commissioning Group (NEL CCG). Outcomes for IAPT service showed that people accessing talking therapies showed significant recovery rates using both the PHQ9 measure of depression and the GAD7 measure of anxiety.

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

Derman IAPT recovery rate was 57.5% in 2021-22, exceeding our target recovery rate of 50%.

- **City & Hackney Mental Health Wellbeing Network:** Derman has been part of City and Hackney Wellbeing Network since 2015. The Network mostly offers a range of group activities and limited one to one counselling which aimed to improve emotional wellbeing, provide recovery skills to recover, live independently, and to manage their mental and physical well-being.

We offered 8 different group therapies/activities through this project during 2021-22: Behavioural activation, walk & talk, self-help for depression/anxiety, relapse prevention, body and mind (pain management), Trauma informed yoga, handcraft and a LGBTQ+ group.

- **Community Connector:** Derman recently became a part of Mental health transformation programme based multi-disciplinary neighbourhood team to support people with mental health issues to link to their communities, developing a personalised programme of health and wellbeing activities through the community connectors. The programme is funded by East London NHS Foundation Trust and managed by the City and Hackney Mind.
- **Counselling on Gambling:** This is a partnership service with GamCare to help overcome gambling problems in Turkish, Kurdish and Turkish Cypriot communities. By increasing our remote work capacity, we are able to provide UK wide national gambling addiction counselling for our communities.
- **Family Intervention project:** Derman started providing this service in January 2020 in partnership with the Minik Kardes and Imece, and funded by Big Lottery for Turkish, Kurdish and Turkish Cypriot families from Hackney and Islington. This project involves working with the whole family to provide a tailored response to families' specific needs.

The Bilingual Health Advocacy Service

This service provides access routes to health and social care services for Kurdish, Turkish, Cypriot and Eastern European Turkish people who are registered with a Hackney GP and/or reside in City & Hackney since 1991. The aim of our health advocacy service is to facilitate face to face or telephone communication between health professionals and service users by bridging the language and cultural barrier to assist patients in achieving better access to their local health and social care services.

During 2021-22, despite all the challenges and difficulties, our health advocacy team continued providing service to **1,897 individuals** at 13 different GP surgeries. This resulted in **5,592 contacts** (4,448 face to face and 1,144 through 3-way (doctor/patient/advocate) telephone consultations remotely or from the GP surgery).

The most common complaints and conditions presented in 2021-22 financial year were as follows:

- Mental Health Problems (depression/anxiety, panic attacks etc.)
- Women's Health Problems
- Joint pain/Knee/Shoulder complaints
- Asthma/Chest related complaints
- Back/Neck Pain
- Covid-19 related
- Diabetes
- Stomach related complaints
- Headache/Cold/Cough
- Skin conditions

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

Following successful tendering process we secured our funding for health advocacy service provision with NHS Homerton University Foundation Trust for another three years which could also be extended two further years.

The Welfare Advice Service

We provided a high- quality professional welfare advice service in partnership with Citizen Advice Bureau (CAB) to Kurdish/Turkish and Turkish Cypriot communities. It makes a real difference to service users' and their families' and is vital to reduce poverty. We supported them to tackle some of the issues that underpin the social determinants of health. Areas of support for our communities include welfare benefits, debt and housing. The demand for this service continues to be higher than our resources allow us to meet.

During 2021-22, **432 clients/individuals** benefited from the service and **we made 1,171 contacts** with those clients to deal with their enquiries.

2. Strategic work

We have made significant progress in meeting our strategic priorities in the last year.

- **DERMAN won prestigious HSJ (Health Service Journal) awards in September 2021.**
HSJ is the news and insight service for all healthcare leaders working in, for, or with the NHS.

DERMAN received the Award in the Mental Health Service Redesign category in collaboration with the City and Hackney ICP, North East London CCG, The City and Hackney Mind, Bikur Cholim and, Homerton University Hospital FT for the service provision of Culturally Focused IAPT for Communities by Communities. Getting the recognition of our 30 years of holistic, culturally specific/sensitive way of working is a great achievement for Derman and its staff.

- **Quality Mark**-We are pleased to renew our **Trusted Charity Quality Mark** for another three years-until 2025. Derman has the Trusted Charity quality mark **since** 2011 and successfully renewed it every three years. Trusted Charity quality mark is part of the NCVO/Growth Company and is the only UK quality standard designed to help third sector organisations operate more effectively and efficiently.
- **BACP Accreditation**-We successfully renewed our Counselling Service's BACP (British Association for Counselling and Psychotherapy) accreditation status for another five years-until 2026. Derman Counselling service has been BACP accredited since 2016.
- **Pilot work with Hackney Ark**: We ran six weeks of group work with Hackney Ark Cygnett ASD (Autism Spectrum Disorder) for Turkish Speaking Families to increase parents and carers understanding of ASD within a culturally relevant context to Turkish speaking parents, in November and December'21.
- Derman's Mental Health Team, as the member of Psychological Therapies Alliance, facilitated 3 psycho-educational groups workshops together with Tavistock for the Afghan refugees in the City and Hackney to help and support those people.

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

3. Service Evaluation

All of Derman's services collect general descriptive data routinely throughout the year on demographics, referrals, client and contact numbers. We received a fantastic range of opinions and comments from service users. We ascertain feedback from service users via the general feedback questionnaire and complete necessary monitoring forms and reports for funders.

Outcomes reported for our Improving Access to Psychological Therapies (IAPT) service showed that people accessing talking therapies recorded reliable recovery using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman's IAPT service recovery rate was 57.5% in 2021-22, exceeding our target recovery rate of 50%.

Also when asked what we could do to improve, most of our service users suggestions were increasing activities and services that meet the needs of Turkish, Kurdish and Turkish Cypriot communities. More than 85% indicated that they felt happy with the Derman services.

Case Study:

Mr BD was referred to our Counselling service by his GP where we also provide our health advocacy service. Our health advocate had informed the GP about the availability of therapy at Derman. Client BD, 40-year-old male, Kurdish national who lives with his wife and 4-year-old son in a council flat. He received counselling treatment at Derman for his depression and anxiety problems. Following his sessions with the counsellor his financial situation's negative effects on his mental health had been identified so he was informed about Derman's welfare advice service and referred to get help.

Our advice worker identified that he needed help with his application for PIP (Personal Independence Payment), UC (Universal Credit) problems and other benefit check for his eligibility. He had a part-time job but had to stop due to deteriorated mental and physical illnesses as well as the pandemic and was claiming Universal Credit. We did a benefit check for the family. Even though they were receiving Universal Credit, CTC and CB, the total amount of benefit they were receiving was still not enough for the family to live on. Therefore, they were facing hardship financially.

As a result of our Advice Service's work, their financial circumstance improved after PIP and CA claim addition on their other benefits. Also providing him help through our Counselling service with his mental health problems at Derman made a significant difference to their life financially and more importantly mentally.

We also regularly collect feedback from our clients and professionals we work with:

Service User, Kurdish, Female-39: "To be able to see your faces, even online, made me feel Derman support us despite difficult times. Derman showed her care for us. I will never forget this. Derman's values are owning our problems like her problems and treating everybody with the same care."

GP, Lawson Practice-Hackney said: "The continuity of the same health advocates is brilliant. Our patients know Derman's advocates and trust them. Consultations with the advocates are much smoother than using language line because the advocates know our patients so well. They make consultations more efficient and I'm sure they improve patient satisfaction."

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

RISK MANAGEMENT

The trustees have a risk management strategy which comprises of:

- An annual review of the risks faced by the charity
- The establishment of systems and procedures to mitigate the identified risks; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

We continue updating our business continuity plan to mitigate the potential impact of the pandemic we faced last two years. We are now back to almost 100% pre-pandemic service provision for all our services. However we continue to make phone/online sessions available for clients according to their needs.

Seven of the key risks identified and their actions for Derman for the year ended 31st March 2022 were:

1. **Risk:** Overwhelming demands to Derman services from our communities due to effects of the pandemic on their mental and physical health.
Mitigation: Develop a response plan by working closely with NHS/Council and all the other funding bodies to maximise the funding to increase the capacity of service provision to deal with the demand; regularly update and evaluate Derman Business Continuity Plan
2. **Risk:** Returning to work face to face (with some phone-online service provision) safely after all restrictions lifted
Mitigation: Make plans regarding coming back to work at offices/GPs face to face / phone-online service provision and review on a regular basis to keep staff and service users safe.
3. **Risk:** Volatility and decrease of voluntary income resulting from recession and streamlining the services.
Mitigation: Strong messaging of the needs of the people Derman supports.
4. **Risk:** Continuing impact of budget cuts on the statutory income exacerbating the shortage of funding
Mitigation: Sustain open dialogue with local authorities and NHS and continually review opportunities.
5. **Risk:** Reputational risks associated with a serious incident involving people we support e.g., safeguarding, accidents.
Mitigating: Education and maintenance of awareness of safeguarding and whistleblowing at all levels of Derman. Rigorous training in health and safety for all our workforce and comprehensive risk assessments for all people we support.
6. **Risk:** Increase in payments in arrears as a result of payment by activities and payment by results.
Mitigating: Derman will increase the reserves to respond to the new type of contracts.
7. **Risk:** With the uncertain economic environment there are challenges to making a long-term strategy:
Mitigation: we are working on updating the strategic plan to meet our aims in the current climate.

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

FINANCIAL REVIEW

The Statement of Financial Activities shows a surplus of £15,638 (2021 - £27,678). At 31 March 2022 total reserves stood at £340,740 (2021 - £325,102).

RESERVES POLICY

The trustees review the organisation's reserves annually, in line with guidance issued by the Charity Commission. The trustees wish to hold a minimum of three to four months' direct charitable expenditure as reserves. They believe reserves at this level ensure the organisation can run efficiently, meet the needs of its service users and liabilities to employees.

The Trustees have considered their policy on building up reserves and established that the appropriate level of free reserves is one that allows the charity to continue its normal activities in the event of a significant drop in funding or loss of projects. The Trustees aim to increase its free reserves in response to the higher risk of income reductions from public sector bodies and lower returns expected from charitable trust applications. The free reserves will enable Derman to meet its objectives if it faces a loss of income, increases in unfunded costs or delayed receipt of grants.

Derman also needed to maintain its reserves in order to respond to new payment by the activity/payment by result model contracts instead of block funding contracts. This will help us to continue to provide our core activities in the event of unexpected shortfall of income or delays in payment or payment in arrears.

PLANS FOR THE FUTURE

Derman is dedicated to continuing the provision of high-quality, culturally appropriate and holistic services to support the Turkish, Kurdish and Turkish Cypriot communities using face to face interactions as well as telephone and online platforms in the challenging environment. Our focus will be responding to the needs of vulnerable people and strengthening our position as a preferred provider.

- To ensure that Derman's services are sustainable and meet the Kurdish/Turkish communities' needs using different platforms to deliver services.
- To prepare a new Business Plan for a fresh look at the organisation's future and its service provision
- Organising more Health Promotion meetings/activities to raise awareness on mental and physical health of our community members
- To seek opportunities to spread existing services to out of Hackney to respond the demand in North London especially Haringey and Enfield.
- To continue to work in partnership with statutory and other voluntary organisations.
- Derman highly values it's staff wellbeing, and professional development. We, therefore, make sure we organize more staff outings/activities for team building as well as offer professional training courses for our staff.
- To invest on Derman's Website and Social Media accounts to be updated regularly and used safely-wisely to promote organisation's work and build more effective relationship our communities and reach out to more people.

**DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

TRUSTEES

The trustees who served during the year are shown below:

Dr Elena Alexandrou
Kadriye Ali
Ziya Adnan
Dr Zerrin Atakan
Adem Celik
Dr Adam Forman (Chair)
Nurullah Turan

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to:-

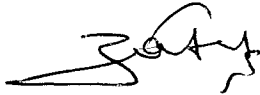
- 1) select suitable accounting policies and then apply them consistently.
- 2) make judgements and estimates that are reasonable and prudent.
- 3) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

SMALL COMPANY EXEMPTIONS

This report has been prepared and delivered in accordance with the provisions in Part 15 of Companies Act 2006 applicable to companies subject to the small companies' regime.

This report was approved by the board on 19 July 2022 and signed on their behalf.



Zafer Kursun
Company Secretary

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022

I report on the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Alison Ward FCCA

19 July 2022

Alison Ward Accountants
28 Hills Road
Buckhurst Hill
Essex IG9 5RS

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
STATEMENT OF FINANCIAL ACTIVITIES (including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted Note Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income:							
Donations and legacies	2	10,200	-	10,200	10,043	-	10,043
Income from charitable activities	3	543,839	-	543,839	561,593	19,758	581,351
Income from investments	4	52	-	52	186	-	186
Total income		554,091	-	554,091	571,822	19,758	591,580
Expenditure on:							
Raising funds	5	8,516	-	8,516	9,435	-	9,435
Charitable activities	6	529,930	7	529,937	534,701	19,766	554,467
Total		538,446	7	538,453	544,136	19,766	563,902
Net income\ (expenditure)		15,645	(7)	15,638	27,686	(8)	27,678
Reconciliation of Funds							
Total funds brought forward		325,077	25	325,102	297,391	33	297,424
Total funds carried forward		340,722	18	340,740	325,077	25	325,102

The company made no recognised gains and losses other than those reported in the income and expenditure account.

The notes on pages 14 to 23 form part of these financial statements

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
 Company registered number: 02910220
BALANCE SHEET AT 31 MARCH 2022

	Note	2022 £	£	2021 £
FIXED ASSETS				
Tangible assets	8		1,582	2,110
CURRENT ASSETS				
Debtors	9	81,293		35,799
Cash at bank and in hand		275,679		310,873
		356,972		346,672
CREDITORS: Amounts falling due within one year	10	(17,814)		(23,680)
NET CURRENT ASSETS			339,158	322,992
NET ASSETS			£ 340,740	£ 325,102
RESERVES				
Unrestricted funds	11	340,722		325,077
Restricted funds	11	18		25
		£ 340,740	£ 325,102	

In approving these financial statements as directors of the company we hereby confirm the following:

For the year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit for its accounts for the year in question in accordance with section 476,

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved by the board of trustees/directors on 19 July 2022


 Dr Adam Forman, Chair

The notes on pages 14 to 23 form part of these financial statements

DERMAN
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Cashflows from operating activities			
Net cash provided by (used in) operating activities	12	(35,193)	19,612
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	(1,905)
Change in cash and cash equivalents in the reporting period		(35,193)	17,707
Cash and cash equivalents at the beginning of the reporting period		310,873	293,167
Cash and cash equivalents at the end of the reporting period		£ 275,680	£ 310,873

The notes on pages 14 to 23 form part of these financial statements

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

1a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), (Charities SORP FRS 102), the Charities Act 2011 and the Companies Act 2006.

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

1b. Preparation of the accounts on a going concern basis

Derman has reported a surplus of £15,638 for the year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

1c. Income

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

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

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

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES (CONTINUED)

1d. Donated services and facilities

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

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

1e. Interest receivable

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

1f. Funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations or grants which the donor has specified are to be used solely for particular purposes/areas of the charity's work or for specific projects undertaken by the charity.

1g. Expenditure and irrecoverable VAT

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

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

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

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES (CONTINUED)

1h. Allocation of support costs

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

1i. Tangible fixed assets

Fixed assets are shown at historical cost. The cost of minor additions costing less than £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life by the reducing balance method.

	%
Office equipment	25
Furniture and equipment	25

1j. Debtors

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

1k. Cash at bank and in hand

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

1l. Creditors and provisions

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

1m. Taxation

The charitable company is exempt from taxation under sections 466 to 493 of the Corporation Tax Act 2010.

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES (CONTINUED)

1n. Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations	10,200	-	10,200	10,043
	£ 10,200	£ -	£ 10,200	£ 10,043

Donations in 2021 were unrestricted.

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Health Advocacy and Advice Services				
Homerton University Hospital NHS Foundation Trust	96,671	-	96,671	95,872
LB Hackney through CAB (East End Citizens Advice Bureaux)	26,271	-	26,271	26,271
LB Hackney through the Advocacy Project	5,520	-	5,520	8,280
City Bridge Trust (Community Response Fund)	-	-	-	19,758
Hackney CVS through Day-Mer (Hackney Giving Coronavirus Response Fund)	4,519	-	4,519	3,427
Other income - GP surgeries	22,113	-	22,113	20,406
Mental Health Services				
LB Hackney - Public Health through MIND	118,093	-	118,093	126,340
GamCare	32,017	-	32,017	31,389
Homerton University Hospital NHS Foundation Trust	-	-	-	9,000
NHS North East London Clinical Commissioning Group (Hackney CCG)	186,564	-	186,564	194,543
Big Lottery through Minik Kardes	32,007	-	32,007	32,007
East London Foundation Trust (ELF) through Hackney Mind	20,064	-	20,064	13,608
Other	-	-	-	450
	£ 543,839	£ -	£ 543,839	£ 581,351

In 2021 the income received from City Bridge Trust (Community Response Fund) of £19,758 was restricted. All other income was unrestricted.

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

4. INCOME FROM INVESTMENTS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Bank interest receivable	52	-	52	186
	£ 52	£ -	£ 52	£ 186

Bank interest received in 2021 was unrestricted.

5. COST OF RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Support costs for fundraising	8,516	-	8,516	9,435
	£ 8,516	£ -	£ 8,516	£ 9,435

Fundraising costs in 2021 were unrestricted.

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Health Advocacy and Advice	164,608	-	164,608	169,491
Mental Health	360,522	7	360,529	381,597
Governance costs	4,800	-	4,800	3,379
	£ 529,930	£ 7	£ 529,937	£ 554,467

In 2021 the £169,491 expenditure on Health Advocacy and Advice was £149,733 unrestricted and £19,758 restricted. The £381,597 expenditure on Mental Health was £381,589 unrestricted and £8 restricted. All expenditure on Governance was unrestricted.

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

7. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Independent examiner's fees	2,340	-	2,340	2,280
AGM costs	2,447	-	2,447	1,086
Companies House filing fee	13	-	13	13
	£ 4,800	£ -	£ 4,800	£ 3,379

Governance costs in 2021 were unrestricted.

8. TANGIBLE FIXED ASSETS

	Furniture & equipment £	Office equipment £	Total £
Cost			
At 1 April 2021	9,857	19,446	29,303
At 31 March 2022	9,857	19,446	29,303
Depreciation			
At 1 April 2021	9,824	17,369	27,193
For the year	7	519	526
At 31 March 2022	9,831	17,888	27,719
Net Book Amounts			
At 31 March 2022	£ 26	£ 1,558	£ 1,584
At 31 March 2021	£ 33	£ 2,077	£ 2,110

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

9. DEBTORS	2022	2021
	£	£
Trade debtors	77,542	34,496
Other debtors	2,694	24
Prepayments	1,057	1,279
	£ 81,293	£ 35,799

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2022	2021
	£	£
Trade creditors	701	1,450
Other creditors including taxation and social security	9,699	9,380
Accruals	7,414	7,515
Deferred income	-	5,335
	£ 17,814	£ 23,680

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total 2022	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£	£	£	£
Fund Balances at 31 March 2022 are represented by						
Tangible fixed assets	1,564	18	1,582	2,085	25	2,110
Current assets	356,972	-	356,972	346,672	-	346,672
Current liabilities	(17,814)	-	(17,814)	(23,680)	-	(23,680)
Total Net Assets	£ 340,722	£ 18	£ 340,740	£ 325,077	£ 25	£ 325,102

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

12. RECONCILIATION OF OPERATING PROFIT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Operating surplus	15,638	27,678
Depreciation	526	704
Increase in debtors	(45,493)	(7,396)
Decrease in creditors	(5,866)	(1,373)
Net cash (inflow)/outflow from operating activities	£ (35,193)	£ 19,612

13. OPERATING SURPLUS

	2022	2021
	£	£
Surplus is stated after charging:		
Depreciation	526	704
Staff costs (note 14)	445,056	468,659

14. STAFF COSTS AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The charity considers its Key Management Personnel to be the trustees/directors and the Director who is also the company secretary.

Staff costs during the year amounted to:	2022	2021
	£	£
Wages and salaries	411,246	433,224
Social security costs	27,349	29,387
Pension costs	6,461	6,048
	£ 445,056	£ 468,659

The average weekly number of employees during the year was 26 (2021 - 24)

No employee earned more than £60,000 during the year.

The trustees neither received nor waived any emoluments during the year (2021 - £Nil)

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

15. RELATED PARTIES

The trustees, Adem Celik, Dr Elena Alexandrou and Ziya Adnan, are employed by the NHS. Their employment does not involve them in funding decisions affecting the charity.

As stated above there were no trustee expenses. There are no other related party transactions.

Accounts

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
FINANCIAL STATEMENTS AND THE TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

ALISON WARD ACCOUNTANTS
CHARTERED CERTIFIED ACCOUNTANTS

28 HILLS ROAD
BUCKHURST HILL
ESSEX IG9 5RS

**FINANCIAL STATEMENTS AND THE TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021**

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**TRUSTEES' REPORT - STATUTORY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021**

TRUSTEES

Dr Elena Alexandrou
Kadriye Ali
Ziya Adnan
Dr Zerrin Atakan
Adem Celik
Dr Adam Forman
Nurullah Turan (Chair)

SECRETARY

Zafer Kursun (from 1 July 2021)
Nursel Tas (to 30 June 2021)

REGISTERED OFFICE

The Basement
66 New North Road
London N1 6TG

COMPANY NUMBER

02910220

CHARITY NUMBER

1054792

BANKERS

The Co-operative Bank Plc
P.O. Box 250
Delf House
Southway
Skelmersdale WN8 6WT

INDEPENDENT EXAMINER

Alison Ward FCCA
Alison Ward Accountants
Chartered Certified Accountants
28 Hills Road
Buckhurst Hill
Essex IG9 5RS

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The trustees (who are also the directors) present their report and the independently examined financial statements of the charitable company for the year ended 31 March 2021. The statutory information is shown on Page 1.

GOVERNING DOCUMENT

Derman - for the well-being of the Kurdish & Turkish Communities (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 1985 as a company limited by guarantee and not having a capital divided by shares. Each member present and twelve months past is liable to contribute a sum not exceeding £1 on the company's winding up.

The company was incorporated on 18th March 1994 and is a registered charity constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1054792 and the company registration number is 2910220.

PRINCIPAL ACTIVITIES

The company's Memorandum & Articles of Association was amended in its AGM on 17 November 2006 and its activities now are:

- to relieve sickness (including sickness associated with distress) and to preserve and improve health by the provision of counselling, advice and advocacy, support work and other allied services;
- to provide or assist in the provision of facilities in the interests of social welfare, for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their condition of life;
- to advance the education of families in better standards of childcare;
- to relieve poverty by the provision of welfare rights advice amongst the Turkish, Kurdish and Cypriot Turkish communities across the UK, in particular those communities in Hackney and other London boroughs.

PUBLIC BENEFIT

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and in planning future activities.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

ACHIEVEMENTS AND PERFORMANCE

This year, like everyone, we faced unanticipated challenges. We responded very well to the unexpected circumstances in which we all found ourselves with the coronavirus hit. We are very proud to say that we rapidly adapted our services. We have been resilient and devoted to the needs of our service users in the lockdown period. We continued to deliver health advocacy, counselling, mental health support, welfare advice services and group activities using telephone and online platforms.

We are now working hard to safely return to providing face to face services and to ensure that people are supported as effectively as possible.

We are pleased that Derman has helped 2,338 people and concluded 8,088 contacts or sessions in 2020-21 in these difficult times. We responded to our aims by delivering the following three main services to Kurdish, Turkish and Turkish Cypriot communities:

Bilingual Health Advocacy

This service forms a bridge between health professional/ the health system and service users. The Health advocacy service is the main point of access for the Turkish, Kurdish and Turkish Cypriot patients to the primary health care services and empowers patients through the provision of information on the availability of services, their rights and entitlements. We provided a service to 1,498 individuals and culminated 3,570 contacts from 13 different GP surgeries in Hackney.

The most common complaints and conditions presented in 2020-21 financial year were as follows:

- Mental health problems (depression/anxiety, panic attacks etc)
- Women's health problems
- Joint pain/knee/shoulder complaints
- Asthma/chest related complaints
- Back/neck Pain
- Covid-19 related
- Diabetes
- Stomach related complaints
- Headache/Cold/Cough
- Heart problems/high blood pressure / cholesterol
- Cancer related

Welfare Advice

We provided a high- quality professional welfare advice service in partnership with Citizen Advice Bureau (CAB) to Kurdish/Turkish and Turkish Cypriot communities. We supported them to tackle some of the issues that underpin the social determinants of health. Areas of support for our communities include welfare benefits, debt and housing. This service received more demand than we have the capacity to support.

We also were able to expand our welfare advice service to North London supported by City Bridge Trust the London Community Response Fund until the end of March 2021.

The Advice service has had another highly successful year with 369 people receiving help and concluded with 991 contacts.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Mental Health Service

Derman's Mental Health services provide a wide range of psychological treatment interventions for Turkish, Kurdish, and Cypriot Turkish adults with common mental health problems who have a low to moderate level of need.

Derman's Mental Health Service includes four projects:

- **Improving Access to Psychological Therapies (IAPT):**

Derman has been an approved IAPT provider since 2016, delivering culturally appropriate psychological therapies for Turkish, Kurdish and Turkish Cypriot communities funded by City and Hackney CCG. Outcomes reported for IAPT service showed that people accessing talking therapies recorded significant reliable recovery using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman IAPT recovery rate was 62% in 2020-21. This shows that we exceeded our target recovery rate of 50%. Derman's recovery rate is higher than the national IAPT averages.

- **City & Hackney Mental Health Wellbeing Network**

Derman is part of City and the Hackney Wellbeing Network which started in 2015. It is led by Mind with other voluntary sector agencies funded by LBH Public Health. The Network offers one to one counselling and a range of group activities which aim to improve emotional wellbeing, to re-validate their skills to recover, and to successfully manage their mental and physical well-being.

We also offered the following group activities: handcrafts, self- help group for panic attacks, self-help group for depression, walk & talk, mental health awareness, relaxation & breathing, relapse prevention and film discussion group for men.

- **Gambling Counselling**

This is a partnership service with GamCare to help overcome gambling problems in Turkish, Kurdish and Turkish Cypriot communities in London. Derman is the only organisation, providing specific counselling service for gamblers and their families to Turkish, Kurdish and Turkish Cypriot communities since 2010.

- **Family Intervention project**

This project involves working with the whole family to provide a tailored response to families' specific needs. Derman started providing this service from January 2020 in partnership with the Minik Kardes and Imece, and funded by Big Lottery for Turkish, Kurdish and Turkish Cypriot families from Hackney and Islington.

The mental health service is continuing to meet a vital need for people with mental health problems and 471 clients benefitted from the service. This service provided a total of 3,527 sessions. The Derman Bilingual Counselling Service is a unique organisation Accredited by the British Association of Counselling and Psychotherapy (BACP) since 2016, which shows the benchmark for high quality service delivery.

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Reflecting back over the year, the other most significant milestones were:

We have made significant progress in meeting our strategic priorities in the last year.

- **To respond to the ongoing demands of the Turkish and Kurdish speaking communities**

We were successful getting funding from Hackney giving Coronavirus Response Fund in partnership with Day-Mer to respond to the priority needs of the Turkish, Kurdish, Turkish Cypriot and Eastern European Turkish people directly impacted by the current public health crisis.

- **Strengthening our partnership work to meet our vision**

Derman became a delivery partner for The Advocacy Project in Hackney to provide non-statutory advocacy service. We supported vulnerable adults who are unable to speak up for themselves.

Derman became a part of Mental health transformation programme based multi-disciplinary neighbourhood team to support people with mental health issues to link to their communities, developing a personalised programme of health and wellbeing activities through the community connectors. The programme is funded by East London NHS Foundation Trust managed by the City and Hackney Mind.

We also invested in IT-upgrading hardware and moved to Office 365 and cloud -based IT infrastructure. This transformation was a key priority as we had to start working from home as a result of Covid-19 to provide remote service.

Service Evaluation

We collected data routinely throughout the year. We received a fantastic range of opinions and comments from service users. In the majority, opinions on the quality of our services were very positive. When asked what we could do to improve, the most stated suggestions were more services that meet the needs of Turkish, Kurdish and Turkish Cypriot communities. 90% indicated that they felt happy with the Derman services.

Mental Health Service - IAPT service collects questionnaires on anxiety and depression symptom severity. 'Recovery' is met if a service user moves from above to below the diagnostic threshold on both the depression and anxiety measures by the end of the intervention.

Outcomes reported for IAPT service showed that people accessing talking therapies recorded significant reliable recovery using both the PHQ9 measure of depression and the GAD7 measure of anxiety. Derman IAPT recovery rate was 62% in 2020-21. We exceeded our target recovery rate of 50% which is higher than the national IAPT averages.

Case Study:

Mrs B, Female-45 B is a 45-year-old Kurdish woman with two children. She was referred to our mental health service by her GP as she was suffering from depression, relationship problem, isolation, and a lack of self-esteem. Her parents arranged her marriage without asking her permission. She said that after their decision, she lost control of her life. Throughout her marriage she was subjected to emotional abuse, and eventually she lost her self-esteem and confidence. During therapy, for the first time in her life she was able to talk and explore her long-term unhappiness in her marriage without hiding her feelings. She realised how much her upbringing had stopped her from seeking counselling or make any decisions in her life. She felt listened to without judgement of her life experiences, which gave her confidence in herself again and gradually improved her self-esteem.

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

The outcome of the counselling sessions:

- *Encouraged to take of control her own life*
- *The main reasons she got better were because she was safe to explore her feelings within a safe environment and the counselling sessions were in Turkish.*

Service Users Comments:

Service User, Turkish Cypriot, Female-42: "I cannot thank enough to Derman's staff for giving me hope to live again, especially to my therapist. I had forgotten to laugh for many years and now after the therapy I am able to laugh again."

Service User, Kurdish, Female-40: "Attending counselling sessions at Derman helped me clarify and make sense of my issues and develop the skills for communicating my thoughts without feelings of fear or anger. I would like to thank Derman for providing such a valuable and unique opportunity to explore my issues in a non-judgmental environment."

RISK MANAGEMENT:

The trustees have a risk management strategy which comprises of:

- An annual review of the risks faced by the charity;
- The establishment of systems and procedures to mitigate the identified risks; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

We have been working to update our business continuity plan to mitigate the potential impact of the covid-19 pandemic. We are now providing our services remotely since March 2020 for existing and also new clients. We have a telephone triage session to assess the client's suitability for phone/online service, and we also get the client's consent before the assessment session. The Management Committee made a specific Risk Assessment for dealing with the current Covid-19 situation in Derman including coming out from lockdown and individual staff risk assessment.

Seven of the key risks identified and their subsequent mitigating actions for Derman for the year ended 31st March 2021 were:

1. Risk: Interruption our services due to coronavirus pandemic
Mitigation: Develop a response plan- regularly update and evaluate Derman Business Continuity Plan/ moving our services online.
2. Risk: Returning to work safely after the lockdown
Mitigation: Make plans regarding coming out from lockdown/ and review on a regular basis to keep staff and service users safe.
3. Risk: Volatility and decrease of voluntary income resulting from recession and streamlining the services.
Mitigation: Strong messaging of the needs of the people Derman supports.
4. Risk: Continuing impact of budget cuts on the statutory income exacerbating the shortage of funding
Mitigation: Sustain open dialogue with local authorities and NHS and continually review opportunities.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

5. Risk: Reputational risks associated with a serious incident involving people we support e.g. safeguarding, accidents.
Mitigation: Education and maintenance of awareness of safeguarding and whistleblowing at all levels of Derman. Rigorous training in health and safety for all our workforce and comprehensive risk assessments for all people we support.
6. Risk: Increase in payments in arrears as a result of payment by activities and payment by results.
Mitigation: Derman will increase the reserves to respond to the new type of contracts.
7. Risk: With the uncertain economic environment we are unable to make a long-term strategy:
Mitigation: we are working on updating strategic plan how to meet our aims in the current climate.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

FINANCIAL REVIEW

The Statement of Financial Activities shows a surplus of £27,678 (2020 - £3,674). At 31 March 2021 total reserves stood at £325,102 (2020 - £297,424).

RESERVES POLICY

The trustees review the organisation's reserves annually, in line with guidance issued by the Charity Commission. The trustees wish to hold minimum three and four months' direct charitable expenditure as reserves. They believe reserves at this level ensure the organisation can run efficiently, meet the needs of its service users and liabilities to employees.

The Trustees have considered their policy on building up reserves and established that the appropriate level of free reserves is one that allows the charity to continue its normal activities in the event of a significant drop in funding or loss of projects. The Trustees aim to increase its free reserves in response to the higher risk of income reductions from public sector bodies and lower returns expected from charitable trust applications. The free reserves will enable Derman to meet its objectives if it faces a loss of income, increases in unfunded costs or delayed receipt of grants.

Derman also needed to invest in its reserves in order to respond to new payment by the activity model contract instead of block funding contracts. This will help us to continue to provide our core activities in the event of unexpected shortfall of income or delays in payment or payment in arrears.

PLANS FOR THE FUTURE

Despite the challenges we faced with Covid-19 in the last financial year, we have rapidly developed new ways of delivering services safely. Derman is dedicated to continuing to provide culturally appropriate and holistic services to Kurdish, Turkish and Turkish Cypriot communities in these difficult times using telephone and online platforms as well as face to face interactions. Our focus predominantly will be on the following areas:

- To ensure that Derman's services are sustainable and meet the Kurdish/ Turkish communities' needs using different platforms to deliver services.
- To seek opportunities to spread existing services to out of Hackney to respond the demand in North London due to the covid-19 pandemic.
- To make sure there is ongoing updates around compliance with the Data Protection policies and Information Governance procedures
- To keep up BACP accreditation and Trusted Charities quality mark.
- To continue to work in partnership with statutory and other voluntary organisations.

Derman is devoted to continuing the provision of high-quality services and support to Turkish, Kurdish and Turkish Cypriot communities in the challenging environment. Our focus will be responding the needs of vulnerable people and strengthening our position as a preferred provider.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

TRUSTEES

The trustees who served during the year are shown below:

Dr Elena Alexandrou
Kadriye Ali
Ziya Adnan
Dr Zerrin Atakan
Adem Celik
Dr Adam Forman
Nurullah Turan

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to:-

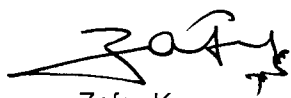
- 1) select suitable accounting policies and then apply them consistently.
- 2) make judgements and estimates that are reasonable and prudent.
- 3) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

SMALL COMPANY EXEMPTIONS

This report has been prepared and delivered in accordance with the provisions in Part 15 of Companies Act 2006 applicable to companies subject to the small companies' regime.

This report was approved by the board on 6 July 2021 and signed on their behalf.


Zafer Kursun
Company Secretary

DERMAN - FOR THE WELL-BEING OF THE KURDISH AND TURKISH COMMUNITIES
INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021

I report on the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



Alison Ward FCCA

6 July 2021

Alison Ward Accountants
28 Hills Road
Buckhurst Hill
Essex IG9 5RS

**STATEMENT OF FINANCIAL ACTIVITIES (including the income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income:							
Donations and legacies	2	10,043	-	10,043	10,030	-	10,030
Income from charitable activities	3	561,593	19,758	581,351	520,070	922	520,992
Income from investments	4	186	-	186	790	-	790
Total income		<u>571,822</u>	<u>19,758</u>	<u>591,580</u>	<u>530,890</u>	<u>922</u>	<u>531,812</u>
Expenditure on:							
Raising funds	5	9,435	-	9,435	10,238	-	10,238
Charitable activities	6	534,701	19,766	554,467	516,967	933	517,900
Total		<u>544,136</u>	<u>19,766</u>	<u>563,902</u>	<u>527,205</u>	<u>933</u>	<u>528,138</u>
Net income\expenditure		27,686	(8)	27,678	3,685	(11)	3,674
Reconciliation of Funds							
Total funds brought forward		<u>297,391</u>	<u>33</u>	<u>297,424</u>	<u>293,706</u>	<u>44</u>	<u>293,750</u>
Total funds carried forward		<u>325,077</u>	<u>25</u>	<u>325,102</u>	<u>297,391</u>	<u>33</u>	<u>297,424</u>

The company made no recognised gains and losses other than those reported in the income and expenditure account.

The notes on pages 14 to 23 form part of these financial statements

BALANCE SHEET AT 31 MARCH 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible assets	8	2,110	908
CURRENT ASSETS			
Debtors	9	35,799	28,402
Cash at bank and in hand		310,873	293,167
		346,672	321,569
CREDITORS: Amounts falling due within one year	10	(23,680)	(25,053)
NET CURRENT ASSETS		322,992	296,516
NET ASSETS		£ 325,102	£ 297,424
RESERVES			
Unrestricted funds	11	325,077	297,391
Restricted funds	11	25	33
		£ 325,102	£ 297,424

In approving these financial statements as directors of the company we hereby confirm the following:

For the year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit for its accounts for the year in question in accordance with section 476,

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved by the board of trustees/directors on 6 July 2021



Nurullah Turan, Chair

The notes on pages 14 to 23 form part of these financial statements

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	2021 £	2020 £
Cashflows from operating activities			
Net cash provided by (used in) operating activities	12	43,009	43,009
Cash flows from investing activities:			
Dividends, interest and rents from investments		186	790
Change in cash and cash equivalents in the reporting period		43,195	43,799
Cash and cash equivalents at the beginning of the reporting period		293,167	249,368
Cash and cash equivalents at the end of the reporting period		£ 293,167	£ 293,167

The notes on pages 14 to 23 form part of these financial statements

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES

1a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) as amended by Update Bulletin 1 issued in February 2016 and the Financial Reporting Standard applicable in the UK Republic of Ireland (FRS 102).

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

1b. Preparation of the accounts on a going concern basis

Derman has reported a surplus of £27,678 for the year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

1c. Income

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

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

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

**NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES (CONTINUED)

1d. Donated services and facilities

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

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

1e. Interest receivable

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

1f. Funds

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations or grants which the donor has specified are to be used solely for particular purposes/areas of the charity's work or for specific projects undertaken by the charity.

1g. Expenditure and irrecoverable VAT

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

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

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

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES (CONTINUED)

1h. Allocation of support costs

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

1i. Tangible fixed assets

Fixed assets are shown at historical cost. The cost of minor additions costing less than £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life by the reducing balance method.

	%
Office equipment	25
Furniture and equipment	25

1j. Debtors

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

1k. Cash at bank and in hand

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

1l. Creditors and provisions

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

1m. Taxation

The charitable company is exempt from taxation under sections 466 to 493 of the Corporation Tax Act 2010.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES (CONTINUED)

1n. Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Donations	10,043	-	10,043	10,030
	<u>£ 10,043</u>	<u>£ -</u>	<u>£ 10,043</u>	<u>£ 10,030</u>

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Health Advocacy and Advice Services				
Homerton University Hospital NHS Foundation Trust	95,872	-	95,872	95,872
LB Hackney through CAB (East End Citizens Advice Bureaux)	26,271	-	26,271	24,082
London Borough of Hackney	-	-	-	922
LB Hackney through HIAC (lead by SAFH)	-	-	-	1,064
LB Hackney through the Advocacy Project	8,280	-	8,280	-
City Bridge Trust (Community Response Fund)	-	19,758	19,758	-
Hackney CVS through Day-Mer (Hackney Giving Coronavirus Response Fund)	3,427	-	3,427	-
Other income - GP surgeries	20,406	-	20,406	16,940
Mental Health Services				
LB Hackney - Public Health through MIND	126,340	-	126,340	189,476
GamCare	31,389	-	31,389	13,758
Homerton University Hospital NHS Foundation Trust	9,000	-	9,000	-
CCG Hackney	194,543	-	194,543	168,209
Big Lottery through Minik Kardes East London Foundation Trust (ELF) through Hackney Mind	32,007	-	32,007	10,669
	13,608	-	13,608	-
Other	450	-	450	-
	<u>£ 561,593</u>	<u>£ 19,758</u>	<u>£ 581,351</u>	<u>£ 520,992</u>

In 2020 the income received from London Borough of Hackney of £922 was restricted. All other income was unrestricted.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

4. INCOME FROM INVESTMENTS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Bank interest receivable	186	-	186	790
	<u>£ 186</u>	<u>£ -</u>	<u>£ 186</u>	<u>£ 790</u>

5. COST OF RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Support costs for fundraising	9,435	-	9,435	10,238
	<u>£ 9,435</u>	<u>£ -</u>	<u>£ 9,435</u>	<u>£ 10,238</u>

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Health Advocacy and Advice	149,733	19,758	169,491	157,713
Mental Health	381,589	8	381,597	355,077
Governance costs	3,379	-	3,379	5,110
	<u>£ 534,701</u>	<u>£ 19,766</u>	<u>£ 554,467</u>	<u>£ 517,900</u>

In 2020 the £157,713 expenditure on Health Advocacy and Advice was unrestricted. The £355,077 expenditure on Mental Health was £354,144 unrestricted and £933 restricted. All expenditure on Governance was unrestricted.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

7. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Independent examiner's fees	2,280	-	2,280	2,160
AGM costs	1,086	-	1,086	2,937
Companies House filing fee	13	-	13	13
	<u>£ 3,379</u>	<u>£ -</u>	<u>£ 3,379</u>	<u>£ 5,110</u>

8. TANGIBLE FIXED ASSETS

	Furniture & equipment £	Office equipment £	Total £
Cost			
At 1 April 2020	9,857	17,541	27,398
Additions	-	1,905	1,905
At 31 March 2021	<u>9,857</u>	<u>19,446</u>	<u>29,303</u>
Depreciation			
At 1 April 2020	9,813	16,677	26,490
For the year	11	692	703
At 31 March 2021	<u>9,824</u>	<u>17,369</u>	<u>27,193</u>
Net Book Amounts			
At 31 March 2021	<u>£ 33</u>	<u>£ 2,077</u>	<u>£ 2,110</u>
At 31 March 2020	<u>£ 44</u>	<u>£ 864</u>	<u>£ 908</u>

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

9. DEBTORS	2021	2020
	£	£
Trade debtors	34,496	26,701
Other debtors	24	396
Prepayments	1,279	1,305
	<u>£ 35,799</u>	<u>£ 28,402</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020
	£	£
Trade creditors	1,450	3,486
Other creditors including taxation and social security	9,380	9,143
Accruals	7,515	7,089
Deferred income	5,335	5,335
	<u>£ 23,680</u>	<u>£ 25,053</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£	£	£	£
Fund Balances at 31 March 2021 are represented by						
Tangible fixed assets	2,085	25	2,110	875	33	908
Current assets	346,672	-	346,672	321,569	-	321,569
Current liabilities	(23,680)	-	(23,680)	(25,053)	-	(25,053)
Total Net Assets	<u>£ 325,077</u>	<u>£ 25</u>	<u>£ 325,102</u>	<u>£ 297,391</u>	<u>£ 33</u>	<u>£ 297,424</u>

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

12. RECONCILIATION OF OPERATING PROFIT TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Operating surplus	27,679	3,674
Depreciation	704	303
(Increase)/Decrease in debtors	(7,397)	30,472
(Decrease)/Increase in creditors	(1,373)	9,350
Net cash outflow from operating activities	<u>£ 43,799</u>	<u>£ 26,158</u>

13. OPERATING SURPLUS

	2021	2020
	£	£
Surplus is stated after charging:		
Depreciation	703	303
Staff costs (note 14)	<u>468,659</u>	<u>439,383</u>

14. STAFF COSTS AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The charity considers its Key Management Personnel to be the trustees/directors and the Director who is also the company secretary.

Staff costs during the year amounted to:	2021	2020
	£	£
Wages and salaries	433,224	404,594
Social security costs	29,387	29,054
Pension costs	6,048	5,735
	<u>£ 468,659</u>	<u>£ 439,383</u>

The average weekly number of employees during the year was 24 (2020 - 25)

No employee earned more than £60,000 during the year.

The trustees neither received nor waived any emoluments during the year (2020 - £Nil)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

15. RELATED PARTIES

The trustee Nurullah Turan is an employee of the London Borough of Hackney from which Derman received funding during the year. His employment does not involve him in funding decisions affecting the charity.

As stated above there were no trustee expenses. There are no other related party transactions.