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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**

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

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**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.

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#### ***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.*

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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 31<sup>st</sup> 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 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.

**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**

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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<br>funds<br>2025<br>£ | Restricted<br>funds<br>2025<br>£ | Total<br>2025<br>£ | Unrestricted<br>funds<br>2024<br>£ | Restricted<br>funds<br>2024<br>£ | Total<br>2024<br>£ |
|---|-------|------------------------------------|----------------------------------|--------------------|------------------------------------|----------------------------------|--------------------|
|   | Notes |                                    |                                  |                    |                                    |                                  |                    |
| <b>Income from:</b>                                   |       |                                    |                                  |                    |                                    |                                  |                    |
| 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              |
| <b>Total income</b>                                   |       | <b>759,275</b>                     | <b>76,784</b>                    | <b>836,059</b>     | <b>751,523</b>                     | <b>-</b>                         | <b>751,523</b>     |
| <b>Expenditure on:</b>                                |       |                                    |                                  |                    |                                    |                                  |                    |
| Raising funds   | 6     | 41,617                             | -                                | 41,617             | 21,128                             | -                                | 21,128             |
| Charitable activities                                 | 7     | 788,372                            | 76,784                           | 865,156            | 727,917                            | -                                | 727,917            |
| <b>Total expenditure</b>                              |       | <b>829,989</b>                     | <b>76,784</b>                    | <b>906,773</b>     | <b>749,045</b>                     | <b>-</b>                         | <b>749,045</b>     |
| <b>Net income/(expenditure) and movement in funds</b> |       | <b>(70,714)</b>                    | <b>-</b>                         | <b>(70,714)</b>    | <b>2,478</b>                       | <b>-</b>                         | <b>2,478</b>       |
| <b>Reconciliation of funds:</b>                       |       |                                    |                                  |                    |                                    |                                  |                    |
| Fund balances at 1 April 2024                         |       | 381,755                            | 18                               | 381,773            | 379,277                            | 18                               | 379,295            |
| <b>Fund balances at 31 March 2025</b>                 |       | <b>311,041</b>                     | <b>18</b>                        | <b>311,059</b>     | <b>381,755</b>                     | <b>18</b>                        | <b>381,773</b>     |

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<br>£ | £       | 2024<br>£ | £       |
|---|-------|-----------|---------|-----------|---------|
| <b>Fixed assets</b>                                   |       |           |         |           |         |
| Tangible assets                                       | 13    |           | 3,600   |           | 876     |
| <b>Current assets</b>                                 |       |           |         |           |         |
| Debtors   | 14    | 27,136    |         | 30,849    |         |
| Cash at bank and in hand                              |       | 305,770   |         | 425,111   |         |
|   |       | 332,906   |         | 455,960   |         |
| <b>Creditors: amounts falling due within one year</b> | 15    | (25,447)  |         | (75,063)  |         |
| <b>Net current assets</b>                             |       |           | 307,459 |           | 380,897 |
| <b>Total assets less current liabilities</b>          |       |           | 311,059 |           | 381,773 |
| <b>The funds of the charity</b>                       |       |           |         |           |         |
| 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<br>£ | £              | 2024<br>£ | £              |
|---|-------|-----------|----------------|-----------|----------------|
| <b>Cash flows from operating activities</b>                   |       |           |                |           |                |
| Cash (absorbed by)/generated from operations                  | 22    |           | (118,442)      |           | 140,930        |
| <b>Investing activities</b>                                   |       |           |                |           |                |
| Purchase of tangible fixed assets                             |       | (3,532)   |                | -         |                |
| Investment income received                                    |       | 2,633     |                | 1,130     |                |
| <b>Net cash (used in)/generated from investing activities</b> |       |           | (899)          |           | 1,130          |
| <b>Net cash generated from financing activities</b>           |       |           | -              |           | -              |
| <b>Net (decrease)/increase in cash and cash equivalents</b>   |       |           | (119,341)      |           | 142,060        |
| Cash and cash equivalents at beginning of year                |       |           | 425,111        |           | 283,051        |
| <b>Cash and cash equivalents at end of year</b>               |       |           | <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**

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#### **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**

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#### **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<br>funds<br>2025<br>£ | Restricted<br>funds<br>2025<br>£ | Total<br>2025<br>£ | Unrestricted<br>funds<br>2024<br>£ | Restricted<br>funds<br>2024<br>£ | Total<br>2024<br>£ |
|---------------------|------------------------------------|----------------------------------|--------------------|------------------------------------|----------------------------------|--------------------|
| 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            |         | Mental Health Services |   | Other income |   | Total 2025 |   | Health            |      | Mental Health Services |         | Other income |        | Total 2024 |         |
|--|-------------------|---------|------------------------|---|--------------|---|------------|---|-------------------|------|------------------------|---------|--------------|--------|------------|---------|
|  | Advocacy & Advice | 2025    | £                      | £ | 2025         | £ | £          | £ | Advocacy & Advice | 2024 | £                      | £       | 2024         | £      | £          | £       |
| Income from Charitable Activities  | 236,758           | 551,818 |                        |   | 24,800       |   | 813,376    |   | 201,328           |      |                        | 519,265 |              | 19,800 |            | 740,393 |
| <b>Analysis by fund</b>  |                   |         |                        |   |              |   |            |   |                   |      |                        |         |              |        |            |         |
| 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 |
| <b>Charitable activities</b>   |                   |         |                        |   |              |   |            |   |                   |      |                        |         |              |        |            |         |
| 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<br>funds<br>2025<br>£ | Unrestricted<br>funds<br>2024<br>£ |
|---------------------|------------------------------------|------------------------------------|
| Interest receivable | 2,633                              | 1,130                              |

### 6 Expenditure on raising funds

|  | Unrestricted<br>funds<br>2025<br>£ | Unrestricted<br>funds<br>2024<br>£ |
|--|------------------------------------|------------------------------------|
| Fundraising and publicity<br>Support costs | 41,617                             | 21,128                             |

### 7 Expenditure on charitable activities

|   | 2025<br>£ | 2024<br>£ |
|---|-----------|-----------|
| <b>Direct costs</b>                                       |           |           |
| 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   |
| <b>Share of support and governance costs (see note 8)</b> |           |           |
| Governance  | 4,440     | 2,220     |
|   | 865,156   | 727,917   |
| <b>Analysis by fund</b>                                   |           |           |
| 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

|           |   |                |                |
|-----------|---|----------------|----------------|
| <b>8</b>  | <b>Support costs allocated to activities</b>  | <b>2025</b>    | <b>2024</b>    |
|           |   | <b>£</b>       | <b>£</b>       |
|           | 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>  |
|           | <b>Analysed between:</b>  |                |                |
|           | Fundraising   | 41,617         | 21,128         |
|           | Charitable expenditure  | 4,440          | 2,220          |
|           |   | <u>46,057</u>  | <u>23,348</u>  |
| <b>9</b>  | <b>Net movement in funds</b>  | <b>2025</b>    | <b>2024</b>    |
|           |   | <b>£</b>       | <b>£</b>       |
|           | 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>     |
| <b>10</b> | <b>Trustees</b>   |                |                |
|           | None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. |                |                |
| <b>11</b> | <b>Employees</b>  |                |                |
|           | The average monthly number of employees during the year was:  |                |                |
|           |   | <b>2025</b>    | <b>2024</b>    |
|           |   | <b>Number</b>  | <b>Number</b>  |
|           |   | 32             | 24             |
|           |   | <u>32</u>      | <u>24</u>      |
|           | <b>Employment costs</b>   | <b>2025</b>    | <b>2024</b>    |
|           |   | <b>£</b>       | <b>£</b>       |
|           | 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<br>£ | 2024<br>£ |
|------------------------|-----------|-----------|
| 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<br>£ | Office equipment<br>£ | Total<br>£ |
|------------------------------------|----------------------------|-----------------------|------------|
| <b>Cost</b>                        |                            |                       |            |
| 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     |
| <b>Depreciation and impairment</b> |                            |                       |            |
| 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     |
| <b>Carrying amount</b>             |                            |                       |            |
| At 31 March 2025                   | -                          | 3,600                 | 3,600      |
| At 31 March 2024                   | -                          | 876                   | 876        |

### 14 Debtors

|   | 2025<br>£ | 2024<br>£ |
|---|-----------|-----------|
| <b>Amounts falling due within one year:</b> |           |           |
| 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<br>£     | 2024<br>£     |
|------------------------------------|-------|---------------|---------------|
| 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<br>£ | 2024<br>£ |
|-----------------------|-----------|-----------|
| Other deferred income | -         | 57,030    |

Deferred income is included in the financial statements as follows:

|                                     | 2025<br>£ | 2024<br>£ |
|-------------------------------------|-----------|-----------|
| 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

|   | 2025<br>£ | 2024<br>£ |
|---|-----------|-----------|
| Defined contribution schemes  |           |           |
| 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<br>2024<br>£          | Incoming<br>resources<br>£          | Resources<br>expended<br>£          | At 31 March<br>2025<br>£          |
|-----------------------|----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|
|                       | 18                               | 76,784                              | (76,784)                            | 18                                |
| <b>Previous year:</b> | <b>At 1 April<br/>2023<br/>£</b> | <b>Incoming<br/>resources<br/>£</b> | <b>Resources<br/>expended<br/>£</b> | <b>At 31 March<br/>2024<br/>£</b> |
|                       | 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<br>2024<br>£          | Incoming<br>resources<br>£          | Resources<br>expended<br>£          | At 31 March<br>2025<br>£          |
|-----------------------|----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|
| 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>                    |
| <b>Previous year:</b> | <b>At 1 April<br/>2023<br/>£</b> | <b>Incoming<br/>resources<br/>£</b> | <b>Resources<br/>expended<br/>£</b> | <b>At 31 March<br/>2024<br/>£</b> |
| 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<br>funds<br>2025<br>£ | Restricted<br>funds<br>2025<br>£ | Total<br>2025<br>£ |
|------------------------------|------------------------------------|----------------------------------|--------------------|
| <b>At 31 March 2025:</b>     |                                    |                                  |                    |
| 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<br>funds<br>2024<br>£ | Restricted<br>funds<br>2024<br>£ | Total<br>2024<br>£ |
| <b>At 31 March 2024:</b>     |                                    |                                  |                    |
| 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<br>£        | 2024<br>£      |
|----|---|------------------|----------------|
|    | (Deficit)/surplus for the year                                    | (70,714)         | 2,477          |
|    | <b>Adjustments for:</b>   |                  |                |
|    | Investment income recognised in statement of financial activities | (2,633)          | (1,130)        |
|    | Depreciation and impairment of tangible fixed assets              | 808              | 292            |
|    | <b>Movements in working capital:</b>                              |                  |                |
|    | Decrease in debtors   | 3,713            | 83,770         |
|    | Increase/(decrease) in creditors                                  | 7,414            | (1,509)        |
|    | (Decrease)/increase in deferred income                            | (57,030)         | 57,030         |
|    | <b>Cash (absorbed by)/generated from operations</b>               | <u>(118,442)</u> | <u>140,930</u> |

### 23 Analysis of changes in net funds

The charity had no material debt during the year.