Meridian Wellbeing

England & Wales · Charity number 1058934

Details

Other names	CHINESE MENTAL HEALTH ASSOCIATION
Status	Registered
Legal form	Charitable company
Company number	03150505
Registered	1996-11-01
Register	View on the Charity Commission register

Contact

Address	Meridian Wellbeing Meritage Centre Church End Hendon London NW4 4JT
Phone	02076131008
Email	info@meridianwellbeing.com
Website	www.meridianwellbeing.com

Activities

Objects: TO PROMOTE THE PRESERVATION AND THE SAFEGUARDING OF MENTAL HEALTH AND THE RELIEF OF PERSONS WHO ARE PRIMARILY BUT NOT EXCLUSIVELY OF CHINESE ORIGIN SUFFERING FROM MENTAL ILLNESS OR DISTRESS.

Activities: A Charity specialising in wellbeing and mental health services for all ethnicities. We work across the Greater London and have a strong local presence in the London Borough of Barnet.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£87,286	£660,737	£376,971	21
2024-03-31	£134,746	£655,077	£353,109	21
2023-03-31	£100,925	£650,303	£317,025	21
2022-03-31	£97,223	£475,324	£271,611	18
2021-03-31	£483,877	£437,075	-	-

Trustees

Name	Role	Appointed
SHUN AU OBE	Chair	
Chi Wai Lu		2021-12-16
Dr STEPHEN CHEE-CHEUNG HIEW		
Pek-Lian Watt		2021-12-16

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Meridian Wellbeing

England & Wales - Charity number 1058934

Accounts

Registered number
03150505

Meridian Wellbeing

Report and Accounts

31 March 2025

Meridian Wellbeing
Report and accounts
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Meridian Wellbeing
Registered number - 03150505
Directors' Report

The directors present their report and accounts for the year ended 31 March 2025.

Reference and administrative details

Charity number:	**1058934**
Company number:	**3150505**
Principal office:	Meritage Centre Church End Hendon NW4 4JT
Independent examiner:	R Thakkar of Such & Co Associates Limited Outdoor Ground Floor, Paxton Terrace no. 8 Grosvenor Road London SW1V 3DA
Bankers:	National Westminster Bank PLC 403 Bethnal Green Road, London E2 0AF CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling Kent ME19 4JQ

Directors and trustees

The following served as directors and members of the Management Committee:

Shun Au OBE	- Chair
Dr. Stephen Hiew	- Treasurer
Lulu Langtree	- Honorary Secretary
Jason Chan	
Chi Wai Lu	
Pek Lian Watt	

Chief Executive Officer & Company Secretary - L Lee

Structure, Governance and Management

Governing Document

Meridian Wellbeing is a company limited by guarantee governed by its Memorandum and Articles of Association dated 4 October 2002. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the company and there are currently 6 each of whom agree to contribute £10 in the event of the charity winding up.

Appointment of trustees

The board of Trustees (also known as the Management Committee) is elected annually at the AGM. The board may appoint new trustees by co-option during the year. In accordance with the Articles of Association, all members of the Management Committee for the time being shall retire from office at the AGM, but are eligible to stand for re-election.

Trustee induction and training

New trustees undergo an orientation to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which shall have the minimum number of four, administers the charity. The board meets at least four times in a year. A Chief Executive is appointed by trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and the furtherance of the Charity's principle objective.

Related parties

As far as the trustees are aware no party has influence over the financial and operational policies of the charity.

Risk management

The trustees have a risk management strategy which comprises:

(1) an annual review of the risks the charity may face;

(2) an annual review of the systems and procedures to mitigate those risks identified in the plan; and

(3) the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified minimal risks and it has resulted in better emergency procedures and contingency plans. Particular attention has focused on non financial risks arising from fire, health and safety of its work force including volunteers and the service users. A key element in the management of financial risk is setting of a reserves policy and its regular review by trustees.

Meridian Wellbeing
Registered number - 03150505
Directors' Report

Objectives, achievements and performance and financial review

This year marks a significant step forward in realising Meridian Wellbeing's long-held vision of developing the Meritage Centre into a thriving, integrated Wellbeing Centre for Barnet. More than **6,000 people** accessed our services, and the centre recorded **over 15,000 visits**, demonstrating the trust placed in us as the gateway to mental health and wellbeing support in Barnet.

Across all our activities, our core principle has remained the same: to place the individual at the centre of their wellbeing journey. Through our partnerships with the NHS, local authority, and voluntary sector, we continue to offer a seamless blend of clinical, social, and community-based support that enables people to remain well, connected, and confident in their lives.

Barnet Wellbeing Hub

The Barnet Wellbeing Hub (BWH) remains the backbone of our integrated offer and the starting point for most residents seeking mental health and wellbeing support. This year, the Hub delivered its unique Emotional Health Check (EHC) and social prescribing pathway to over 1,500 people, connecting them to mental and physical health services, talking therapies, community groups, advocacy, and specialist support.

With 829 referrals (54%) coming directly from health and social care professionals, the Hub is firmly embedded within Barnet's mental health pathway and continues to be relied upon as a trusted navigation point across the system.

Our long-standing cross-sector **Joint Case Management (MDT)** meeting reviewed 472 complex cases, a 10% rise on last year. Through the combined expertise of NCL clinicians, Adult Social Care, specialist VCS organisations and Meridian Wellbeing navigators:

- 96% of individuals were safely supported in the community, and
- 100% of those requiring specialist care were triaged appropriately into statutory services.

This collaborative model remains one of our strongest demonstrations of integrated working, relieving pressure on NHS and social care services and ensuring individuals receive timely, coordinated support.

The importance of belonging and social connection is embodied in our two Wellbeing Café offers. Our Peer-Led Wellbeing Cafés offer a practical bridge for these individuals, providing opportunities to meet peers with lived experience and develop the confidence and routine needed to thrive outside statutory services.

Our **Wellbeing Café at the Meritage Centre**, run by trained peers and volunteers, welcomes around 40 regular participants each week. Activities include table tennis, arts and crafts, board games, jewellery making, poetry, and gentle exercise; all centred around a warm, welcoming space where friendships form and confidence grows.

The **EN4 Wellbeing Café in New Barnet**, delivered in partnership with the New Barnet Community Centre and supported by the Prevention & Wellbeing Team, continues to expand. With funding now secured for a further two years through Neighbourhood CIL, it provides a crucial local access point for residents unable to travel to Hendon.

A strong complement to our clinical and social prescribing work is our physical activity programme, which continues to grow to help individuals improve health, routine and wellbeing. Our Stay Active and Connect sessions deliver a wide range of activities including tai chi, Pilates, aerobics, dance, and chair yoga, offering accessible ways for residents to build routine, improve health, and enhance resilience. These activities play a key role in supporting people transitioning out of statutory services and maintaining their wellbeing in the community.

Barnet Talking Therapies (formerly IAPT)

Delivered through the Multilingual Wellbeing Service (MWS) consortium, our clinical stepped-care model continues to exceed national targets:

- Headline recovery rate: 57.3% (vs national target of 50%)
- Reliable recovery: 54.5% (vs national target of 48%)
- Step 3 CBT completions: 13% above target

Our integrated model, which combines clinical treatment with seamless referral into BWH-led wellbeing plans and activities, has reduced waiting times, improved outcomes, and enabled residents to access community support long after completing therapy.

Objectives, achievements and performance and financial review cont'd

Integrated Voluntary and Community Service (IVCS)

Through the Wellbeing Together CIC partnership (Meridian Wellbeing, MiEB, CB Plus, Inclusion Barnet), the IVCS supported more than **350 people** this year. The service connects patients preparing for discharge from secondary mental health care with local activities and community-based services that promote independence and sustained recovery.

The IVCS model has worked extremely well, integrating seamlessly with the Barnet Wellbeing Hub, Talking Therapies and the full range of community and peer-led support we provide at the Meritage Centre. Together, these services offer a coherent and continuous pathway that supports individuals from clinical treatment into community life, reducing post-discharge risks across emotional, social, physical and practical domains.

This fluid movement across the system is only possible because of the strong community infrastructure we have built. Our trained staff and volunteers offer ongoing support, structured wellbeing activities and social connection that help people maintain stability following discharge. Over time, the Meritage Centre has become an indispensable community asset for mental health; it is accessible, trusted and well understood by service users, partners and professionals alike, with clear pathways that operate effectively in both directions.

It is therefore with sadness that we have had to wind down the IVCS service this year, following the recent NCL re-tendering outcome that awarded the contract to a national organisation. While the service was still in its developmental phase and had already begun to gain real traction, the rapid pace of system transformation presents challenges for services of this nature. With a little more time, the model had the strong potential to mature into an impactful integrated offer for Barnet residents, delivered through well-regarded, established and deeply connected local organisations within the Wellbeing Together CIC partnership.

During the course of this year, our close partnership with the NHS remains central to our mission. Across the multi-disciplinary teams under Talking Therapies, IVCS and the BWH navigators, we continue to demonstrate the value of community-based integrated working, offering a holistic care and support package that consistently improves outcomes for Barnet residents. We remain hopeful that opportunities will arise in the near future to return as a system partner, working alongside the NHS to continue strengthening community pathways and supporting residents across the full

Chinese Wellbeing Services

Demand for the Chinese Wellbeing Service continues to grow, reflecting both longstanding community need and the increasing number of HK BN(O) residents settling in Barnet and surrounding boroughs.

This year, cumulative attendance across the Wellbeing Club and Social Club exceeded 4,500, while the Befriending Service operated at more than 60% above target, demonstrating the vital role this offer plays.

Our integrated approach, spanning intervention, recovery and prevention, enables individuals to progress at a pace that suits them. More than 40 trained volunteers, including former service users, played a crucial role in delivering sessions, providing bilingual support, and helping others re-engage with the community.

Hong Kong BN(O) Programme

Although the Barnet HK BN(O) programme funded by the Local Welcome Fund ended last year, it provided a strong platform for integration, supporting hundreds of new arrivals through wellbeing activities, cultural events, and community connection. These early foundations shaped the broader model we now deliver across North London.

Our delivery of the HK BN(O) project in Harrow demonstrated that the Meridian Wellbeing model is adaptable, scalable, and equally effective outside Barnet. Residents participated in a wide range of activities, including a welcome programme, settlement workshops, tai chi, cooking classes, fitness sessions, and social groups, all designed to support settlement, build social capital, and increase confidence in navigating life in the UK.

Both projects highlighted the importance of cultural familiarity, peer support and community-based wellbeing in helping new arrivals adjust, settle, integrate and thrive.

The momentum built in Barnet and Harrow evolved naturally into our longer-term language support programme. Our **ESOL Classes and Conversation Café** have grown rapidly, with a 50% increase in uptake this year.

Objectives, achievements and performance and financial review cont'd

Through a combination of structured lessons, informal discussion groups and online access options, HK BN(O) residents continue to receive:

- tailored English language learning
- wrap-around wellbeing activities
- opportunities to join sports sessions
- settlement support and guidance
- meaningful social connections and community integration

The ESOL and Conversation Café programme is now one of our most successful ongoing services, enabling residents to develop confidence, make friends, engage in British life, and access wider

A Thriving Wellbeing Centre – A Vision Becoming Reality

What began over a decade ago as an aspiration to create a local, inclusive, community-driven Wellbeing Centre is now firmly taking shape. The Meritage Centre has become a vibrant hub of activity, a trusted space of support, and a central point of access for mental health and wellbeing services across Barnet.

Through sustained collaboration with Barnet Council, NCL, the Integrated Care Board, and our voluntary sector partners, Meridian Wellbeing has become the de facto gateway to mental health services in the borough.

We are proud that the majority of residents now begin their wellbeing journey with us, often going on to achieve positive clinical, emotional, social and practical outcomes through our integrated model.

In a year defined by economic pressures, workforce challenges, and increasing demand across health and care systems, Meridian Wellbeing has remained steadfast in its commitment to supporting those most vulnerable in our community.

Our blend of clinical expertise, social prescribing, community connection, physical activity and culturally-specialist support continues to relieve pressure on statutory services while providing residents with accessible, compassionate, and effective pathways to wellbeing.

With continued backing from Barnet Council, NCL, the ICB and our partners, we are confident that the Meritage Centre will continue to grow as Barnet's primary hub for mental health and wellbeing – a place where people feel welcome, empowered, and able to thrive!

Looking ahead, the broader health and care landscape is entering a period of significant financial uncertainty. The NHS, like local authorities, faces increasing pressure to review priorities and operate within tighter budgets. These shifts will naturally influence the level and shape of support available to community partners and the voluntary sector in the years ahead.

Despite this, there remains a clear and growing recognition of the essential role that local specialist organisations play in supporting diverse communities, preventing escalation of need, and relieving pressure on statutory services. Community-based provision offers reach, cultural understanding and trust that cannot easily be replicated elsewhere.

As commissioning models evolve, it will be important that investment in local mental health charities is sustained. A reduction in such services risks widening inequalities, increasing unmet need and placing vulnerable residents at greater risk of social isolation, poverty-related stress and deteriorating mental health. Meridian Wellbeing stands ready to work collaboratively with partners to ensure that community strengths are protected and that residents continue to benefit from accessible, compassionate and culturally-responsive support.

As part of this business planning process Meridian Wellbeing has identified the following strategic objectives for the subsequent period:
(1) To continue to provide a high quality of mental health wellbeing services to the generic population in Barnet, the Chinese Community all over London and UK, setting the highest quality standard.
(2) To identify new sources of funding for the organisation so that it can meet the increasing demand for its services.

(3) To continue to develop a qualified workforce via comprehensive training programme.

We welcome the views and contributions of all our service users and their families. If any one wishes to comment on our strategic objectives or any other aspect of our annual report please write to:

Shun Au OBE
Chair
Meritage Centre
Church End
Hendon
NW4 4JT
Or e-mail; info@meridianwellbeing.com

Meridian Wellbeing
Registered number - 03150505
Directors' Report

Investment power and policy

Under the Memorandum and Articles of Association, the charity has the power to invest in any way the trustees wish. However, bearing in mind the liquidity requirements of providing high quality direct services such as counselling, advice and information to the Charity's beneficiaries of all ages, the trustees have decided to keep available funds in an interest bearing deposit account.

Reserve Policy

The management committee has established a policy of working towards maintaining unrestricted funds of between 3 and 6 months, which is a general fund to be available for use at the discretion of the directors/trustees in furtherance of the general charitable objectives. The directors have identified three purposes to which the unrestricted fund is earmarked and note no.14a is showing the analysis of the fund.

Plans for future periods

A significant part of our work will be directed towards increasing capacity to provide a wider range of wellbeing services to the Charity's beneficiaries and developing a fully fledged Wellbeing Centre.

Indemnity insurance

The charity has insured against loss arising from the neglect or default of any of the Management Committee Members.

Insurance, against the possibility of claims, arising during the course of assistance provided by its workers, is already in place and is also continuing.

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

Directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations and in doing so:

- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of board of trustees
Shun Au OBE

Dated: 18th Dec 2025

Meridian Wellbeing

Statement of Directors' Responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

Meridian Wellbeing
Independent examiner's report
to the trustees of Meridian Wellbeing

I report on the accounts of the company for the year ended 31 March 2024

This report is made solely to the charity's trustees, as a body, in accordance with the regulations under part 8 and section 130 to 173 of the Charities Act 2011. My work was undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and the examiner

The trustees' (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed and I am qualified to undertake the examination by being a member of the Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

1) examine the accounts under section 145 of the 2011 Act;

2) to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and

3) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

(a) to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 130 of Charities Act ; and

(b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met: or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R Thakkar FCCA
Such & Co Associates Limited
Chartered Certified Accountants
8 Paxton Terrace
Grosvenor Road
London SW1V 3DA

Dated: 18 December 2025

Meridian Wellbeing

Statement of Financial Activities

for the year ended 31 March 2025

	Notes	Restricted £	Unrestricted £	Total 2025 £	Total 2024 £
INCOMING RESOURCES					
Income resources from generated funds:					
Voluntary income					
- Grants receivable		79,216		79,216	117,997
- Other income			597,313	597,313	568,319
- Fundraising				-	-
Income from grants and donations and activities	4	79,216	597,313	676,529	686,316
Bank deposit interest		-	8,070	8,070	4,845
		79,216	605,383	684,599	691,161
RESOURCES EXPENDED					
Cost of generating funds					
- Fundraising costs of grants and donations	5a	-	3,000	3,000	3,000
Charitable activities					
- Preservation and safeguarding of mental health and of the wellbeing of its benefaciaries	5b&5c	82,423	490,400	572,823	589,615
Governance costs	6	11,543	73,371	84,914	62,462
		93,966	566,771	660,737	655,077
EXCESS OF INCOME OVER OUTGOINGS		(14,750)	38,612	23,862	36,084
FUNDS BROUGHT FORWARD		14,750	338,359	353,109	317,025
FUNDS CARRIED FORWARD		-	376,971	376,971	353,109

Meridian Wellbeing
Income and expenditure account
for the year ended 31 March 2025

	Notes	2025 £	2024 £
INCOMING RESOURCES	4	676,529	686,316
CHARITABLE AND ADMINISTRATIVE EXPENSES		(660,737)	(655,077)
OPERATING SURPLUS		15,792	31,239
Interest receivable		8,070	4,845
SURPLUS BEFORE TAXATION		23,862	36,084
Taxation	8	-	-
Opening surplus of funds		353,109	317,025
SURPLUS CARRIED FORWARD		376,971	353,109

Meridian Wellbeing
Registered number - 03150505
Balance Sheet
as at 31 March 2025

	Notes		2025 £		2024 £
Fixed assets					
Tangible assets	9		7,925		8,391
Current assets					
Debtors	10	539		64,341	
Cash at bank and in hand		452,377		317,535	
		452,916		381,876	
Creditors: amounts falling due within one year	11	(83,870)		(37,158)	
Net current assets			369,046		344,718
Net assets			376,971		353,109
Capital and reserves					
- Restricted	13a		-		14,750
- Unrestricted	14a		376,971		338,359
Premises reserve fund		50,000		40,000	
Contractual fund		40,000		20,000	
Operational fund		286,971		278,359	
		376,971		338,359	
			376,971		353,109

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Shun Au OBE
Director
Approved by the board on 18 December 2025

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2025

1 Accounting policies

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

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 local authorities 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.

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 upon notification of the interest paid or payable by the Bank.

Fund accounting

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 which the donor has specified are to be solely used for particular areas of the Trust's work or for specific charitable projects being undertaken by the organisation.

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 directly attrributable costs and appropriate amount of overhead incurred for that purpose.

- Expenditure on charitable activities includes directly attributable costs and appropriate level of overheads incurred in respect of promoting and the preservation and safeguarding of mental health and the relief of persons who are Chinese origin suffering from mental illness and distress .

- 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.

Allocation of support costs

Support costs are those costs that assist the project and includes administration and establishment expenses incurred or attributed while carrying out the work of the project.

Tangible fixed assets

Individual fixed assets costing £250 or more are capitalised at cost.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant, machinery and MV	1/3rd of cost straight line

Operating leases

The charity classifies the office lease as operating lease and rental and other related expenses paid under the lease are charged to Revenue Account as they are accrued.

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.

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.

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.

Pensions

Existing employees of the charity were entitled to join the Workplace Pension Scheme which is funded by contributions from employee and employer. Additionally for one employee, the charity has undertaken to take out an Additional Voluntary Contribution scheme.

Legal status of the Trust

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

Resources expended

Charitable activities:

Directly attributable costs and appropriate level of overheads incurred in respect of promoting the preservation and safeguarding of mental health and the relief of persons suffering from mental illness and distress are treated as expenditure for charitable activities.

Governance costs:

This represents expenses relating to the management, organisational administration and compliance work and include the appropriate level of overheads. Such costs are allocated to each project on the basis of revenue generated by each project and estimated appropriation of some of the overheads by each project.

1 ***Cost of generating funds:***

This represents fundraising costs which include appropriate apportionment of staff members' remuneration who are engaged directly in fundraising. Also apportioned is the appropriate level of overheads.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of resources. Costs relating to particular projects on hand are allocated directly where appropriate, others are apportioned on an appropriate basis e.g labour cost, revenue or estimated usage.

2 Employees

	2025 Number	2024 Number
Average number of persons employed by the company	22	22

4 INCOME RESOURCES

	2025 £	2025 £	2024 £	2024 £
Restricted				
Chinese Wellbeing Services - City Bridge Foundation	53,500		52,500	
HK BNO Project - Barnet Council	-		30,000	
HK BNO Project - Harrow Council	25,716		2,760	
Grahame Park Project - Barnet Council	-		17,987	
Meridian Wellbeing Sport Programme - Sport England	-		14,750	
		79,216		117,997
Unrestricted				
- Contract, donations and other income	597,313		565,179	
- Inflation Pressures Payment - City Bridge Foundation	-		3,140	
		597,313		568,319
Fundraising		-		-
		676,529		686,316

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2025

		2025	2024
5	**Resources Expended**	£	£
a	Fund raising costs of Grants and Donations		
	Staff costs	3,000	3,000
	Apportionment of Governance Costs	-	-
		3,000	3,000
b	Charitable Activities - Restricted		
	Staff Costs	50,728	75,106
	Support and Project costs	31,695	17,820
		82,423	92,926
	Apportionment of Governance Costs	11,543	10,321
		93,966	103,247
c	Charitable Activities - Unrestricted		
	Staff Costs	467,160	469,246
	Support and Project costs	23,240	27,443
		490,400	496,689
	Apportionment of Governance Costs	73,371	52,141
		563,771	548,830
6	Analysis of Governance Costs		
	Staff Costs	15,823	1,345
	Depreciation	3,962	1,149
	Support costs	1,546	4,265
	Independent examiners's fees	1,890	1,890
	Legal fees re: previous year's insurance	-	5,657
	General office administartion and establishment	61,693	48,156
		84,914	62,462

		2025	2024
7	**Operating surplus**	**£**	**£**
	This is stated after charging:		
	Depreciation of owned fixed assets	3,962	12,079
	Pension costs	61,296	30,271
	Accountancy & Independent examiner's fees	1,890	1,890
	Wages and Salaries	375,197	423,287
	Sessional worker	74,754	57,636
	Social security costs	30,611	33,464
	The average number of employees, including volunteers employed by the organisation during the vear was:	**75**	**75**

8 Taxation

As the organisation's activities are exempt from taxation, no provision for corporation tax has been made.

9 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 April 2024	63,357
	3,496
At 31 March 2025	66,853
Depreciation	
At 1 April 2024	54,966
Charge for the year	3,962
At 31 March 2025	58,928
Net book value	
At 31 March 2025	7,925
At 31 March 2024	8,391

10 Debtors

	2025 £	2024 £
Accrued income and prepaid expenses	539	64,341

11 Creditors: amounts falling due within one year

	2025 £	2024 £
Creditors	81,201	27,492
Taxation and social security costs	2,669	9,666
	83,870	37,158

12 Other information

Meridian Wellbeing is a private company limited by guarantee and has no shares capital. Each member's liability in the event of being wound up is not exceeding ten pounds.

Meridian Wellbeing
Notes to the accounts
for the year ended 31 March 2025

13a Restricted - This year

	Balance 01-Apr-24	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governance Cost Shared	Balance **31 March 2025**
	£	£	£	£	£	£	£
Chinese Wellbeing Services - City Bridge Foundation	-	53,500	38,725	1,496	6,707	6,572	-
HKBNO - Welcome Programme - Harrow Council		25,716	10,943	4,516	7,098	3,159	-
Meridian Wellbeing Sport Programme - Sport England	14,750	-	1,060	5,691	6,187	1,812	-
	14,750	79,216	50,728	11,703	19,992	11,543	-
	-						

13b Restricted - Last year

Chinese Wellbeing Services - City Bridge Foundation	-	52,500	38,631	4,431	5,212	4,226	-
HKBNO - Welcome Programme - Barnet Council	-	30,000	22,409	4,267	594	2,730	-
HKBNO - Welcome Programme - Harrow Council	-	2,760	2,061	261	52	386	-
Graham Park Project - Barnet Council	-	17,987	12,005	3,003	-	2,979	-
Meridian Wellbeing Sport Programme - Sport England	-	14,750			-	-	14,750
	-	117,997	75,106	11,962	5,858	10,321	14,750

14a Unrestricted - This year

	Balance 01-Apr-24	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governence cost shared	Balance **31 March 2025**
Contract, donations and other income	338,359	597,313	467,160	23,240	-	73,371	371,901
Bank deposit interest	-	8,070	-	-	-	-	8,070
Fund raising	-	-	3,000	-	-	-	(3,000)
	338,359	605,383	470,160	23,240	-	73,371	376,971

14b Unrestricted - Last year

Contract, donations and other income	317,025	565,179	466,392	27,443	-	51,855	336,514
Inflation Pressures Payment - City Bridge Foundation	-	3,140	2,854	-	-	286	-
Bank deposit interest	-	4,845	-	-	-	-	4,845
Fund raising	-	-	3,000	-	-	-	(3,000)
	317,025	573,164	472,246	27,443	-	52,141	338,359

Meridian Wellbeing

England & Wales - Charity number 1058934

Accounts

Registered number
03150505

Meridian Wellbeing

Report and Accounts

31 March 2024

Meridian Wellbeing
Report and accounts
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Meridian Wellbeing

Registered number - 03150505

Directors' Report

The directors present their report and accounts for the year ended 31 March 2024.

Reference and administrative details

Charity number:	**1058934**
Company number:	**3150505**
Principal office:	Meritage Centre Church End Hendon NW4 4JT
Independent examiner:	R B Thakkar of Such & Co Associates Limited Outdoor Ground Floor, Paxton Terrace no. 8 Grosvenor Road London SW1V 3DA
Bankers:	National Westminster Bank PLC 403 Bethnal Green Road, London E2 0AF CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling Kent ME19 4JQ

Directors and trustees

The following served as directors and members of the Management Committee:

Shun Au OBE	- Chair
Dr. Stephen Hiew	- Treasurer
Lulu Langtree	- Honorary Secretary
Jason Chan	
Chi Wai Lu	
Pek Lian Watt	

Chief Executive Officer & Company Secretary - L Lee

Structure, Governance and Management

Governing Document

Meridian Wellbeing is a company limited by guarantee governed by its Memorandum and Articles of Association dated 4 October 2002. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the company and there are currently 6 each of whom agree to contribute £10 in the event of the charity winding up.

Appointment of trustees

The board of Trustees (also known as the Management Committee) is elected annually at the AGM. The board may appoint new trustees by co-option during the year. In accordance with the Articles of Association, all members of the Management Committee for the time being shall retire from office at the AGM, but are eligible to stand for re-election.

Trustee induction and training

New trustees undergo an orientation to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which shall have the minimum number of four, administers the charity. The board meets at least four times in a year. A Chief Executive is appointed by trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and the furtherance of the Charity's principle objective.

Related parties

As far as the trustees are aware no party has influence over the financial and operational policies of the charity.

Risk management

The trustees have a risk management strategy which comprises:

(1) an annual review of the risks the charity may face;

(2) an annual review of the systems and procedures to mitigate those risks identified in the plan;

and

(3) the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified minimal risks and it has resulted in better emergency procedures and contingency plans. Particular attention has focused on non financial risks arising from fire, health and safety of its work force including volunteers and the service users. A key element in the management of financial risk is setting of a reserves policy and its regular review by trustees.

Meridian Wellbeing

Registered number - 03150505

Directors' Report

Objectives, achievements and performance and financial review

Over the course of the year, more than 5,500 people have been supported by Meridian Wellbeing's services. This includes the 1,500 people accessing the Barnet Wellbeing Hub, our mental health social prescribing service that acts as the gateway to community-based mental health and wellbeing services in the borough. This is complemented by the NHS Talking Therapies (formerly IAPT) subcontracted by BEHMHT where over 1,000 people accessed our fully NICE Compliant stepped care service. Our close work with the Trust has continued with the Integrated Voluntary and Community Service (IVCS), integrating clinical and non-clinical approaches to over 350 people to provide them with better holistic care. Integration and a client's journey have also been at the core of the Chinese Wellbeing Services, comprising of mental health Befriending, a recovery Social Club and a preventative Wellbeing Club, serving over 300 people. We've also supported around 500 unique HK BN(O)s with services and activities to help them resettle in the UK. In addition to the core services, over 2,000 people have accessed a broad range of wellbeing programme and activities at our centre, specifically designed to encourage participation, build routine and improve physical and mental wellbeing.

Our continued development to create a Wellbeing Centre has enabled us to provide the wide range of services and activities to attract the large number of users to our services. Regardless of culture, background, or belief, the growth of our provision has helped to meet their mental health and wellbeing needs with more people accessing our services year on year.

This year, the Cost-of-Living crisis has gripped the entire country and caused immense challenges for households, businesses, and not least for charities. The price of basic goods and service increased tremendously, and energy prices have skyrocketed. A concerted response was required to not only maintain our operations, but find new ways to deliver our mental health and wellbeing services. From our wellbeing activities and the Grahame Park Pilot Project to the Zero Waste Kitchen and EN4 Wellbeing Café, we targeted our support and provision to the most vulnerable in the community. The continued ethos to make wellbeing open and welcoming to all, combining the use of digital platforms with the 100 monthly in-person activities, have improved accessibility and empowered people to connect and maintain their social connections.

These social and community connections are the cornerstone of the holistic mental health and wellbeing support delivered by the Barnet Wellbeing Hub. The service is well-established and embedded in the borough's health and wellbeing pathway, acting as the gateway to mental health support in the community. It continues to provide a highly valued Emotional Health Check (EHC) and a key component of Barnet's Long-term Prevention and Wellbeing Strategy, as well as integral to the Mental Health Trust's Community Transformation Programme review. Over 1500 people were supported this year with 878 referrals from professionals. Individuals were connected to a range of physical and mental health support, information and advice, talking therapies and advocacy services.

With the far-reaching impacts of Cost-of-Living Crisis, the service encountered many people that had never previously accessed mental health and wellbeing services. Many families were overwhelmed with the struggles to make ends meet, and presented with complex issues, comorbidity, and the continued long-term effects of Covid-19. Throughout the year, this continued to highlight the importance of the community-based, cross-sector multi-disciplinary, Joint Case Management (JCM) meeting where 428 complex cases were presented for discussion and triaged. The relationships and pathways developed by experts from the Trust, Adult Social Care and specialist mental health VCS organisations were critical in ensuring 96% of individuals were kept in the community. Furthermore, 100% of the referrals made into secondary care and other statutory services were suitable.

The community-based intervention is encapsulated by the Grahame Park Pilot Project. This is a three-way partnership project with Mind in Enfield and Barnet (MiEB) and Colindale Communities Trust (CCT), whereby Meridian Wellbeing and MiEB worked collaboratively in offering a holistic package of mental health support services to the local residents of Grahame Park within the CCT's premises. Our staff are positioned there one day a week working alongside the CCT's staff team to help vulnerable individuals in need of mental health support and connect them to services. This is complemented in the evening by the Crisis Café service delivered by MiEB. This is an area of high deprivation. Many of the 100 service users supported in this year-long pilot service have been struggling to engage with statutory services. Through the combined efforts of the partnership, they were provided with practical wellbeing support and the help to access services, improve their knowledge, confidence and willingness to engage with supportive wellbeing activities in the community.

To keep people in the community, individuals need to be empowered to make their choices to engage with community-based services and activities. We have continued to deliver our tai chi, chair yoga, dance and aerobic keep fit activities, and have further enhanced our Stay Active and Connect sessions in collaboration with the Better Gym with weekly Pilates sessions. The range of activities on offer has continued to grow with social dance, singing and a shared reading group now on offer at our centre. We are pleased we have been able to build such strong relationships to create a rich and diverse local community asset. This could not have been achieved without the sustained support from the Barnet Council and the NHS Mental Health Trust, who have shared our vision for a fully integrated Wellbeing Centre. Not only do these activities help to tackle loneliness and isolation, they encourage socialising, learning, promote physical health by keeping fit and active, and building routine and a sense of belonging

The sense of belonging is encapsulated none more so than in our Peer-Led Wellbeing Café. Co-produced, run and facilitated by peers and volunteers, participants enjoy physical exercise including table tennis, arts and crafts, jewellery making, social card and board games, poetry and more, all over tea, coffee and biscuits. Over 35 users join this activity regularly and it has built a true sense of community and become a thriving hub of socialising, networking and learning.

Objectives, achievements and performance and financial review cont'd

With the ongoing success of the café at our centre, we were pleased to work in partnership with the Adult Social Care Prevention & Wellbeing Team and the New Barnet Community Centre to replicate the activity on the other side of the borough. We received funding from the Community Innovation Fund to run a pilot EN4 Wellbeing Café. This was launched in September and provided an opportunity for those in the local area to take part in our Wellbeing Café, particularly those that were unable to travel to the Meritage Centre due to cost or mobility issues. The partnership work and support from our volunteers has been vital in setting this up and steadily growing the community space.

Community space has also been invaluable for our Social and Wellbeing Clubs in our Chinese Wellbeing services. As confidence has grown to participate in in-person activities following the lockdowns, the clubs have enjoyed reinvigorated participation. Cumulative attendance at our Social and Wellbeing Clubs grew by almost 50% from last year to over 2000 and 3500 respectively. These sessions were supported by over 30 skilled volunteers providing bilingual health talks and Co-facilitating sessions. Many new members to these activities came from individuals transitioning from our specialist mental health Befriending service. 21 trained volunteers also supported the specialist Chinese Befriending service. The service continues to be oversubscribed in its 4th year of delivery with over 56 unique clients receiving 1:1 bespoke Befriending support. The seamless journey from intervention to recovery and prevention enhances the ability for individuals to receive support, maintain their wellbeing and re-integrate into the community.

The person-centred approach and ensuring a high-level quality of care and support for individuals at each stage of their recovery is very much aligned in the Integrated Voluntary and Community Service (IVCS). The IVCS service is commissioned by Barnet, Enfield and Haringey Mental Health Trust (BEHMHT) and delivered as part of the Wellbeing Together CIC (WT CIC) consortium, a partnership comprising Meridian Wellbeing, MiEB, Community Barnet and Inclusion Barnet. The service continues to combine the best practices in clinical treatments with community-based interventions. With the extension of the service to its third year, this enabled the further development of collaborative pathways between NHS secondary care teams and community-based organisations, enhancing the level of care for patients discharged into the community. Never has the experience of this transition into the community been so cohesive. Critical to this is the expert local knowledge and community assets provided by the WT CIC partnership of local Barnet organisations. With the great strides to make mental health and wellbeing care more local and connected, we hope that this invaluable partnership continues and enables us to further embed the key aims of the Community Transformation programme.

The close long-term partnership has been at the core of the success in the NHS Talking Therapy service (formerly IAPT - Improving Access to Psychological Therapies). Working closely with BEHMHT through the Multilingual Wellbeing Service (MWS) consortium as a sub-contractor, we are pleased to continue our strong delivery of a fully NICE Compliant stepped care service. Across MWS, over 1900 people accessed Step 2 services across triages, treatments and psychoeducational wellbeing workshops. Step 3 Counselling and Step 3 CBT performance continued to be solid, with 140 people completing treatment - over 16% above target. This has all been achieved with low waiting lists, and made a significant impact in helping to reduce waiting times for NHS Talking therapies. Service users are also better able to access services concurrently due to our ability to connect with wider community-based service through our holistic and integrated approach.

At the core of the HK BN(O) project has been the ethos of integration. This was a highly successful project which was funded by the Department of Levelling Up, Housing and Communities (DLUHC). Phase 2 of this project ended last year, but we were pleased to have received the support from the Greater London Authority (GLA) through the London Borough of Barnet (LBB) as part of the Local Welcome Fund to continue supporting the HK BN(O) community. This 6-month project allowed us to deliver 25 sessions each of one-off wellbeing sessions, Tai Chi classes, Table Tennis, Badminton, Pilates and Keep Fit sessions. We were also able to evolve our Zero Waste Kitchen activities which ended in April to deliver cookery demonstrations and life skill activities. The project supported 487 unique HK BN(O)s, providing a platform of shared interest, language and culture, for people to socialise, network, meet new people and make lasting friendships.

Further to the Local Welcome Fund, we have also been able to secure funding via Barnet Council from the DLUHC Hong Kong BN(O) UK Welcome Programme to deliver a targeted programme of English language classes. Through the support of a qualified ESOL teacher and a team of dedicated volunteers, we have supported 160 unique people throughout the year to provide bespoke ESOL classes and conversation café sessions. The language support, confidence building in using English in everyday life and the platforms to practice and engage with other native English speakers have been a crucial part in supporting HK BN(O)s to integrate into the local community. There continues to be a high demand for these ESOL classes. The ESOL Classes, conversation café and the range of activities for the HK BN(O) community have cemented our commitment to support Barnet Council’s aims to be a Borough of Sanctuary.

Objectives, achievements and performance and financial review cont'd
The influence of global political and economic uncertainties has continued to create a strain on services and organisations. The ongoing Cost-of-Living crisis has impacted people from all backgrounds and walks of life, and alongside the financial challenges has been the increased demand in mental health and wellbeing services. The staff and volunteer team have remained steadfast in supporting others that are vulnerable and most in need. The support from the Local Authority and the NHS Mental Health Trust have been key to this resilience, and the continued motivation to do more for the community. The continued placement of the individual at the centre of care, to not view our services as standalone projects but to resolutely integrate our services will help us navigate whatever the future holds. We are confident that the dedication of the team will continue to drive for innovative and creative solutions to further develop our services to support the community.

As part of this business planning process Meridian Wellbeing has identified the following strategic objectives for the subsequent period:

(1) To continue to provide a high quality of mental health wellbeing services to the generic population in Barnet, the Chinese Community all over London and UK, setting the highest quality standard.

(2) To identify new sources of funding for the organisation so that it can meet the increasing demand for its services.

(3) To continue to develop a qualified workforce via comprehensive training programme.

We welcome the views and contributions of all our service users and their families. If any one wishes to comment on our strategic objectives or any other aspect of our annual report please write to:

Shun Au OBE
Chair
Meritage Centre
Church End
Hendon
NW4 4JT
Or e-mail; info@meridianwellbeing.com

Investment power and policy
Under the Memorandum and Articles of Association, the charity has the power to invest in any way the trustees wish. However, bearing in mind the liquidity requirements of providing high quality direct services such as counselling, advice and information to the Charity's beneficiaries of all ages, the trustees have decided to keep available funds in an interest bearing deposit account.

Reserve Policy

The management committee has established a policy of working towards maintaining unrestricted funds of between 3 and 6 months, which is a general fund to be available for use at the discretion of the directors/trustees in furtherance of the general charitable objectives. The directors have identified three purposes to which the unrestricted fund is earmarked and note no.14a is showing the analysis of the fund.

Plans for future periods

A significant part of our work wiil be directed towards increasing capacity to provide a wider range of wellbeing services to the Charity's beneficiaries and developing a fully fledged Wellbeing Centre.

Indemnity insurance

The charity has insured against loss arising from the neglect or default of any of the Management Committee Members.
Insurance, against the possibility of claims, arising during the course of assistance provided by its workers, is already in place and is also continuing.

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

Directors' responsibilities
The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations and in doing so:

- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of board of trustees
Shun Au OBE

Dated: 19th Dec 2024

Meridian Wellbeing

Statement of Directors' Responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

Meridian Wellbeing
Independent examiner's report
to the trustees of Meridian Wellbeing

I report on the accounts of the company for the year ended 31 March 2024

This report is made solely to the charity's trustees, as a body, in accordance with the regulations under part 8 and section 130 to 173 of the Charities Act 2011. My work was undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and the examiner

The trustees' (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed and I am qualified to undertake the examination by being a member of the Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

1) examine the accounts under section 145 of the 2011 Act;

2) to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and

3) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

(a) to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 130 of Charities Act ; and

(b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R B Thakkar FCCA
Such & Co Associates Limited
Chartered Certified Accountants
8 Paxton Terrace
Grosvenor Road
London SW1V 3DA

Dated: 19 December 2024

Meridian Wellbeing

Statement of Financial Activities

for the year ended 31 March 2024

	Notes	Restricted £	Unrestricted £	Total 2024 £	Total 2023 £
INCOMING RESOURCES					
Income resources from generated funds:					
Voluntary income					
- Grants receivable		117,997		117,997	92,200
- Other income			568,319	568,319	601,987
- Fundraising				-	-
Income from grants and donations and activities	**4**	117,997	568,319	686,316	694,187
Bank deposit interest		-	4,845	4,845	1,530
		117,997	573,164	691,161	695,717
RESOURCES EXPENDED					
Cost of generating funds					
- Fundraising costs of grants and donations	**5a**	-	3,000	3,000	3,000
Charitable activities					
- Preservation and safeguarding of mental health and of the wellbeing of its benefaciaries	**5b&5c**	92,926	496,689	589,615	588,080
Governance costs	**6**	10,321	52,141	62,462	59,223
		103,247	551,830	655,077	650,303
EXCESS OF INCOME OVER OUTGOINGS		14,750	21,334	36,084	45,414
FUNDS BROUGHT FORWARD		-	317,025	317,025	271,611
FUNDS CARRIED FORWARD		14,750	338,359	353,109	317,025

Meridian Wellbeing
Income and expenditure account
for the year ended 31 March 2024

	Notes	2024 £	2023 £
INCOMING RESOURCES	**4**	686,316	694,187
CHARITABLE AND ADMINISTRATIVE EXPENSES		(655,077)	(650,303)
OPERATING SURPLUS		31,239	43,884
Interest receivable		4,845	1,530
SURPLUS BEFORE TAXATION		36,084	45,414
Taxation	**8**	-	-
Opening surplus of funds		317,025	271,611
SURPLUS CARRIED FORWARD		353,109	317,025

Meridian Wellbeing
Registered number - 03150505
Balance Sheet
as at 31 March 2024

	Notes		2024 £		2023 £
Fixed assets					
Tangible assets	9		8,391		10,344
Current assets					
Debtors	10	64,341		62,288	
Cash at bank and in hand		317,535		272,077	
		381,876		334,365	
Creditors: amounts falling due within one year	11	(37,158)		(27,684)	
Net current assets			344,718		306,681
Total assets less current liabilities			353,109		317,025
Net assets			353,109		317,025
Capital and reserves					
- Restricted	13a		14,750		-
- Unrestricted	14a		338,359		317,025
Premises reserve fund		40,000		40,000	
Contractual fund		30,000		20,000	
Operational fund		268,359		257,025	
		338,359		317,025	
			353,109		317,025

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Shun Au OBE
Director
Approved by the board on 19 December 2024

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2024

1 Accounting policies

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

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 local authorities 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.

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 upon notification of the interest paid or payable by the Bank.

Fund accounting

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 which the donor has specified are to be solely used for particular areas of the Trust's work or for specific charitable projects being undertaken by the organisation.

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 directly attrributable costs and appropriate amount of overhead incurred for that purpose.

- Expenditure on charitable activities includes directly attributable costs and appropriate level of overheads incurred in respect of promoting and the preservation and safeguarding of mental health and the relief of persons who are Chinese origin suffering from mental illness and distress .

- 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.

Allocation of support costs

Support costs are those costs that assist the project and includes administration and establishment expenses incurred or attributed while carrying out the work of the project.

Tangible fixed assets

Individual fixed assets costing £250 or more are capitalised at cost.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant, machinery and MV	1/3rd of cost straight line

Operating leases

The charity classifies the office lease as operating lease and rental and other related expenses paid under the lease are charged to Revenue Account as they are accrued.

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.

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.

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.

Pensions

Existing employees of the charity were entitled to join the Workplace Pension Scheme which is funded by contributions from employee and employer. Additionally for one employee, the charity has undertaken to take out an Additional Voluntary Contribution scheme.

Legal status of the Trust

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

Resources expended

Charitable activities:

Directly attributable costs and appropriate level of overheads incurred in respect of promoting the preservation and safeguarding of mental health and the relief of persons suffering from mental illness and distress are treated as expenditure for charitable activities.

Governance costs:

This represents expenses relating to the management, organisational administration and compliance work and include the appropriate level of overheads. Such costs are allocated to each project on the basis of revenue generated by each project and estimated appropriation of some of the overheads by each project.

1 ***Cost of generating funds:***

This represents fundraising costs which include appropriate apportionment of staff members' remuneration who are engaged directly in fundraising. Also apportioned is the appropriate level of overheads.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of resources. Costs relating to particular projects on hand are allocated directly where appropriate, others are apportioned on an appropriate basis e.g labour cost, revenue or estimated usage.

2	**Employees**	**2024 Number**	**2023 Number**
	Average number of persons employed by the company	22	22

4	**INCOME RESOURCES**	**2024** £	**2024** £	**2023** £	**2023** £
	Restricted				
	Chinese Wellbeing Services - City Bridge Foundation	52,500		52,600	
	HK BNO Project - Barnet Council	30,000		39,600	
	HK BNO Project - Harrow Council	2,760		-	
	Grahame Park Project - Barnet Council	17,987		-	
	Meridian Wellbeing Sport Programme - Sport England	14,750		-	
			117,997		92,200
	Unrestricted				
	- Contract, donations and other income	565,179		558,821	
	- Winter Pressures Project (BEH)	-		37,000	
	- Inflation Pressures Payment - City Bridge Foundation	3,140		6,166	
			568,319		601,987
	Fundraising		-		-
			686,316		694,187

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2024

		2024	2023
5	**Resources Expended**	£	£
a	Fund raising costs of Grants and Donations		
	Staff costs	3,000	3,000
	Apportionment of Governance Costs	-	-
		3,000	3,000
b	Charitable Activities - Restricted		
	Staff Costs	75,106	80,073
	Support and Project costs	17,820	28,335
		92,926	108,408
	Apportionment of Governance Costs	10,321	9,715
		103,247	118,123
c	Charitable Activities - Unrestricted		
	Staff Costs	469,246	465,197
	Support and Project costs	27,443	14,475
		496,689	479,672
	Apportionment of Governance Costs	52,141	49,508
		548,830	529,180
6	Analysis of Governance Costs		
	Staff Costs	1,345	2,755
	Depreciation	1,149	4,038
	Support costs	4,265	1,628
	Accountancy & Independent examiners's fees	1,890	1,890
	Legal fees re: previous year's insurance	5,657	-
	General office administartion and establishment	48,156	48,912
		62,462	59,223

7	**Operating surplus**	**2024**	**2023**
		£	**£**
	This is stated after charging:		
	Depreciation of owned fixed assets	12,079	5,433
	Pension costs	30,271	13,337
	Accountancy & Independent examiner's fees	1,890	1,890
	Wages and Salaries	423,287	396,856
	Sessional worker	57,636	106,527
	Social security costs	33,464	33,942
	The average number of employees, including volunteers employed by the organisation during the year was:	**75**	**75**

8 Taxation

As the organisation's activities are exempt from taxation, no provision for corporation tax has been made.

9 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 April 2023	73,360
	9,997
At 31 March 2024	83,357
Depreciation	
At 1 April 2023	63,016
Charge for the year	11,950
At 31 March 2024	74,966
Net book value	
At 31 March 2024	8,391
At 31 March 2023	10,344

10 Debtors

	2024 £	2023 £
Accrued income and prepaid expenses	64,341	62,288

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Creditors	27,492	16,000
Taxation and social security costs	9,666	11,684
	37,158	27,684

12 Other information

Meridian Wellbeing is a private company limited by guarantee and has no shares capital. Each member's liability in the event of being wound up is not exceeding ten pounds.

Meridian Wellbeing
Notes to the accounts
for the year ended 31 March 2024

13a Restricted - This year	Balance 01-Apr-23	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governance Cost Shared	Balance **31 March 2024**
	£	**£**	**£**	**£**	**£**	**£**	**£**
Chinese Wellbeing Services - City Bridge Foundation	-	52,500	38,631	4,431	5,212	4,226	-
HKBNO - Welcome Programme - Barnet Council	-	30,000	22,409	4,267	594	2,730	-
HKBNO - Welcome Programme - Harrow Council	-	2,760	2,061	261	52	386	-
Grahame Park Project - Barnet Council	-	17,987	12,005	3,003	-	2,979	-
Meridian Wellbeing Sport Programme - Sport England	-	14,750	-	-	-	-	14,750
	-	117,997	75,106	11,962	5,858	10,321	14,750
	-						

13b Restricted - Last year							
Chinese Wellbeing Services - City Bridge Foundation	-	52,600	38,631	4,431	5,212	4,326	-
HKBNO - Welcome Programme	25,923	39,600	41,442	18,692	-	5,389	-
	25,923	92,200	80,073	23,123	5,212	9,715	-

14a Unrestricted - This year	Balance 01-Apr-23	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governence cost shared	Balance **31 March 2024**
Contract, donations and other income	317,025	565,179	466,392	27,443	-	51,855	336,514
Inflation Pressures Payment - City Bridge Foundation		3,140	2,854			286	-
Bank deposit interest	-	4,845	-	-	-	-	4,845
Fund raising	-	-	3,000	-	-	-	(3,000)
	317,025	573,164	472,246	27,443	-	52,141	338,359

14b Unrestricted - Last year							
Contract, donations and other income	245,688	558,821	425,581	14,475	-	45,958	318,495
Inflation Pressures Payment - City Bridge Foundation	-	6,166	5,659	-	-	507	-
Winter Pressures Project (BEH)	-	37,000	33,957	-	-	3,043	-
Bank deposit interest	-	1,530	-	-	-	-	1,530
Fund raising	-	-	3,000	-	-	-	(3,000)
	245,688	603,517	468,197	14,475	-	49,508	317,025

Meridian Wellbeing

England & Wales - Charity number 1058934

Accounts

Registered number
03150505

Meridian Wellbeing

Report and Accounts

31 March 2023

Meridian Wellbeing
Report and accounts
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Meridian Wellbeing

Registered number - 03150505

Directors' Report

The directors present their report and accounts for the year ended 31 March 2023.

Reference and administrative details

Charity number:	**1058934**
Company number:	**3150505**
Principal office:	Meritage Centre Church End Hendon NW4 4JT
Independent examiner:	R B Thakkar of Such & Co Associates Limited Outdoor Ground Floor, Paxton Terrace no. 8 Grosvenor Road London SW1V 3DA
Bankers:	National Westminster Bank PLC 403 Bethnal Green Road, London E2 0AF CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling Kent ME19 4JQ

Directors and trustees

The following served as directors and members of the Management Committee:

Shun Au OBE	- Chair
Dr. Stephen Hiew	- Treasurer
Lulu Langtree	- Honorary Secretary
Jason Chan	
Chi Wai Lu	
Pek Lian Watt	

Chief Executive Officer & Company Secretary - L Lee

Structure, Governance and Management

Governing Document

Meridian Wellbeing is a company limited by guarantee governed by its Memorandum and Articles of Association dated 4 October 2002. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the company and there are currently 6 each of whom agree to contribute £10 in the event of the charity winding up.

Appointment of trustees

The board of Trustees (also known as the Management Committee) is elected annually at the AGM. The board may appoint new trustees by co-option during the year. In accordance with the Articles of Association, all members of the Management Committee for the time being shall retire from office at the AGM, but are eligible to stand for re-election.

Trustee induction and training

New trustees undergo an orientation to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which shall have the minimum number of four, administers the charity. The board meets at least four times in a year. A Chief Executive is appointed by trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and the furtherance of the Charity's principle objective.

Related parties

As far as the trustees are aware no party has influence over the financial and operational policies of the charity.

Risk management

The trustees have a risk management strategy which comprises:

(1) an annual review of the risks the charity may face;

(2) an annual review of the systems and procedures to mitigate those risks identified in the plan; and

(3) the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified minimal risks and it has resulted in better emergency procedures and contingency plans. Particular attention has focused on non financial risks arising from fire, health and safety of its work force including volunteers and the service users. A key element in the management of financial risk is setting of a reserves policy and its regular review by trustees.

Objectives, achievements and performance and financial review

With the worst of the Covid-19 pandemic behind us, at the start of this year has seen Meridian Wellbeing embrace the hybrid model of working and continue to translate its success with the digital platform to further develop its holistic Wellbeing Centre at the Meritage. The aftermath of the pandemic was followed by new challenges including the current Cost-of-Living Crisis and required a rapid response to incorporate new ways of approaching mental health and wellbeing delivery. The 100 online activities of the digital platform have become 100 activities a month at the centre – one front door with a myriad of opportunities; empowering, connecting and building social bridges for the community. The latter part of the year has seen our continued strive to respond, innovate and integrate people, with the introduction of the Graham Park Pilot project, the Zero Waste Kitchen during the most critical point of the Cost-of-Living crisis, and the EN4 Wellbeing Café, to make mental health and wellbeing more local and accessible.

The Barnet Wellbeing Hub has continued to open doors for people to access mental health and holistic wellbeing support. Acting as the gateway to support, the Emotional Health Check (EHC) has shown its unique value to encourage people to share their issues, prioritise their goals and empower their wellbeing choices. Having established itself as a critical component of Barnet's Long-term Prevention and Wellbeing Strategy and integral to the Mental Health Trust's Community Transformation Programme review, the service has continued to go from strength to strength. Over 1500 people (with over 720 referrals from professionals) accessed the holistic mental health social prescribing service and they were further empowered to access both physical and mental health support, information and advice, talking therapies and advocacy services. Almost 1,400 benefitted from a full EHC.

As the universal gateway to access mental health and wellbeing support, many people that access the Hub presented with complex needs and comorbidities. The Joint Case Management (JCM) cross-sector multi-disciplinary meeting consistently offers the critical support for those with complex needs. With an average of over 36 complex cases every month being discussed in this invaluable forum, the ethos of working together to keep people in the community where possible has continued to be successful with 97% of individuals not needing referral to secondary care. The forum has recently invited professionals from Step 4 Psychology and Community Mental Health Teams to support the smooth discharge of clients into the community, helping to further reduce pressures on NHS services.

Keeping people in the community necessitates a wide range of community-based services to tackle isolation, encourage socialising and learning, keeping active and getting connected. In addition to the Chair yoga, dancing activities, health talks, the Wellbeing Café, tea and coffee sessions, and our Housing Legal Advice service, we've introduced even more strings in our wellbeing bow this year. We started a self-run reading group co-produced and facilitated by our members, the Peer-led Wellbeing Café has introduced a wide variety of arts and crafts activities, the poetry corner, jewellery making, and even peer-led drama sessions. Physical activities have been further bolstered with the Stay Active and Connect sessions in conjunction with Better Gym GLL, table tennis sessions, social dance to name but a few. All of these activities are open to all to partake, to make choices around their wellbeing and join a community support group that builds resilience.

Objectives, achievements and performance and financial review Cont'd

It is this ethos of integration that is also at the core of the HK BN(O) project. The first phase of the Department of Levelling Up, Housing and Communities (DLUHC) was highly successful, and we were also successful in securing funding for phase 2 which brought the services to the end of the financial year. The service built on the strong foundation of the first phase, delivering Welcome Party events raising awareness to 274 people, Employability training sessions in conjunction with BOOST Barnet, skills-based training delivered by FIVERR offering a range of IT classes, CV writing and support with job applications. A series of Life in the UK health talks and seminars were delivered by local professionals to help people navigate the health service, learn about taxation, housing and other practical support to help with their settlement needs. We also continued our in-demand bespoke ESOL classes and conversation cafés tailored to the specific needs of the HK BN(O) community, with 118 people benefiting from these classes and demand outstripping supply. Over 250 people accessed one-to-one assessment and mental health support. 53 people also benefited from a volunteer buddy match system as a supportive link to help them integrate into the local community. Altogether, the team reached out to and supported over 325 HK BN(O)s in a 9-month project, supporting over three times the target to help them settle and integrate into the UK.

To further the work, we are pleased to have received the support from GLA through the Local Borough of Barnet (LBB) to continue to provide the HK BN(O) community with the much-needed support. Made possible by the Local Welcome Fund, we have continued to deliver a wide range of events and activities from physical activity and social groups to interest groups and cooking demonstration activities. The programme of events and activities were devised based on the feedback from community surveys we conducted, and are needs based and demand-led. These activities will continue the positive momentum and allow us to continuing our supportive programme of integration into the UK.

The HK BN(O) project was complemented by our City Bridge Trust funded Chinese Wellbeing services, where we continue to offer Befriending, Social Club and Wellbeing club activities; promoting integration between existing Chinese communities with new arrivals. These services continue to be a stalwart of our core services. The Befriending service offering specialised mental health outreach support continues to be heavily oversubscribed with 75 cases out of a target of 35 this year. Average attendance at our Social Club and Wellbeing Club has kept steady with over 2,600 cumulative attendance at our Wellbeing Club and 1,800 at our Social Club respectively. They remain an important lifeline for the vulnerable and elderly local Chinese community, and help to tackle the isolation and loneliness felt by so many. Service users have steadily grown in confidence with the continued hard work from the core group and volunteer team that support the work, and help encourage integration across the groups and into the wider community.

This drive for integration and support in the community is further echoed in the Integrated Voluntary and Community Service, commissioned by the Barnet, Enfield and Haringey Mental Health Trust (BEHMHT). Delivered as part of the Wellbeing Together CIC (WT CIC) consortium in partnership with other local mental health specialise charities, we have worked diligently to instil and embed the community approaches and encourage community-based interventions as a key component of the BEHMHT's Community Transformation programme. The service has continued to develop to marry the best practices in clinical intervention with the empowerment of individuals to engage, access and build connections in community-based wellbeing support. It has been highly encouraging to hear the multiple stories of individuals who previously accessed secondary care with community mental health teams, some over many years, to be supported by our team of Community and Peer Engagement Practitioners to access services in the community and build personal independence and resilience. We are pleased to share that the WT CIC consortium was successful in obtaining an extension to the programme to bring it to its third year. This provides the opportunity to continue working closely with BEHMHT, build on the foundation of the partnership and maintain the momentum to collaboratively implement a key component of the Community Transformation programme.

The close partnership working together with BEHMHT also continues in the Improving Access to Psychological Therapies (IAPT) service. Through our Multilingual Wellbeing Service (MWS) partnership consortium, the IAPT service has continued to be one of our core services as a key component of NHS primary care services. The service features as an integral component of the co-produced Wellbeing Plans across our services. We have successfully built on the development of the Step 3 CBT service, now in its second year, to be able to independently deliver a fully NICE Compliant episode of care. Across MWS, the service comfortably achieved all annual targets with 387 Step 2 triages completed, and 246 completed Step 2 Treatments. Over 1,450 people accessed psychoeducational wellbeing workshops throughout the year. The highlight has been our Step 3 Counselling and Step 3 CBT service with 145 people successfully completing treatment, over 21% above the annual target, and a key area where the NHS is experiencing extremely high waiting lists.

Objectives, achievements and performance and financial review Cont'd

The focused work to help tackle wait lists and hard to reach communities can be encapsulated with the newly introduced Graham Park Pilot Project. In partnership with Mind in Enfield and Barnet (MiEB) and Colindale Communities Trust (CCT), we have been successful in launching a pilot project in February 2023 delivering daytime support through an extension of the Emotional Health Checks, and evening support through MiEB's Crisis Café service. The team provide on-site support at the CCT premises in the heart of Graham Park, a large, diverse estate in a known area of high deprivation and mental health need; improving the support to those in need, that their voices are heard and that they are not a forgotten part of society. This targeted support has already shown great promise in what is early days. Service users who have struggled to engage with statutory services have built up the confidence to engage with activities and the support provided in the community setting, and showing the willingness to engage in supportive wellbeing activities elsewhere.

A wonderful platform to engage in Wellbeing Activities has been our Wellbeing Café in Hendon. As a peer-led, co-produced and facilitated service, it now boasts a regular attendance of over 25 strong on a bi-weekly basis. Critical to this success has been the support from the Prevention & Wellbeing Team and the Community Engagement Workers at LBB, who not only link their members up to the activities but provide support at the activities. So successful has this extension of our previous Peer Support work been, we were encouraged and successful in receiving a grant from LBB's Innovation Fund to develop a similar Peer-Led café in EN4. Many people struggled to get to our café in Hendon due to the travel and transport challenges, and in an exciting collaboration with the New Barnet Community Centre, we are rolling out a new wellbeing café in the coming year to help people connect and access our services. We look forward to sharing this new development and the connections it will create in the future.

It is these connections with people that have been so important through these challenging times. With the impact of successive Covid-19 lockdowns on people, and the ensuing Cost-of-Living crisis, Meridian Wellbeing created a Zero Waste Kitchen, as part of its winter pressures provision, to provide simple sustenance ideas for those who struggle to make ends meet. With food and utility costs rising at an unprecedented rate, this service proved hugely popular with over 70 people in need meeting once a week to share stories and a hot meal together over the long winter months.

The last two years have been extremely tumultuous to the community, their mental health and wellbeing, and the strain on services and organisations to adapt to the new demands. These have instigated the need to develop new ways of working, to continue with the drive for innovation and creativity amidst challenging circumstances. Coupled together with the closer than ever working relationships with the Local Authority and the NHS Mental Health Trust, it has motivated the team to grow our services and improve the provision to the community. The horizon continues to present with ongoing political and economic uncertainties, but the staff and volunteer team have remained unwavering and resolute in their determination and dedication to support those in need. Not only have the team achieved their goals, but a range of new services and activities continue to be added to the wide-ranging repertoire of wellbeing offers to the community. In a rapidly changing and uncertain environment it is easy to forget that 'Mental Health is a universal human right' – and it is with the team's sensitive person-centred approach and tailored support that we can continue to strive for a more integrated community and mental health provision, and make a positive difference to people's wellbeing.

As part of this business planning process Meridian Wellbeing has identified the following strategic objectives for the subsequent period:

(1) To continue to provide a high quality of wellbeing services to the generic population in Barnet, the Chinese Community all over London and UK, setting the highest quality standard.

(2) To identify new sources of funding for the organisation so that it can meet the increasing demand for its services

(3) To promote the development of highly qualified workforce using comprehensive training programme.

We welcome the views and contributions of all our service users and their families. If any one wishes to comment on our strategic objectives or any other aspect of our annual report please write to:

Shun Au OBE
Chair
Meritage Centre
Church End
Hendon
NW4 4JT
Or e-mail; info@meridianwellbeing.com

Meridian Wellbeing

Registered number - 03150505

Directors' Report

Investment power and policy

Under the Memorandum and Articles of Association, the charity has the power to invest in any way the trustees wish. However, bearing in mind the liquidity requirements of providing high quality direct services such as counselling, advice and information to the Charity's beneficiaries of all ages, the trustees have decided to keep available funds in an interest bearing deposit account.

Reserve Policy

The management committee has established a policy of working towards maintaining unrestricted funds of between 3 and 6 months, which is a general fund to be available for use at the discretion of the directors/trustees in furtherance of the general charitable objectives. The directors have identified three purposes to which the unrestricted fund is earmarked and note no.13 is showing the analysis of the fund.

Plans for future periods

A significant part of our work wiil be directed towards increasing capacity to provide a wider range of wellbeing services to the Charity's beneficiaries and developing a fully fledged Wellbeing Centre.

Indemnity insurance

The charity has insured against loss arising from the neglect or default of any of the Management Committee Members.

Insurance, against the possibility of claims, arising during the course of assistance provided by its workers, is already in place and is also continuing.

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

Directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations and in doing so:

- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of board of trustees

Shun Au OBE

Dated: 14th Dec 2023

Meridian Wellbeing

Statement of Directors' Responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

Meridian Wellbeing
Independent examiner's report
to the trustees of Meridian Wellbeing

I report on the accounts of the company for the year ended 31 March 2023

This report is made solely to the charity's trustees, as a body, in accordance with the regulations under part 8 and section 130 to 173 of the Charities Act 2011. My work was undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and the examiner

The trustees' (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed and I am qualified to undertake the examination by being a member of the Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

1) examine the accounts under section 145 of the 2011 Act;

2) to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and

3) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

(a) to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 130 of Charities Act ; and

(b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R B Thakkar FCCA
Such & Co Associates Limited
Association of Chartered Certified Accountants
Paxton Terrace - 8
Grosvenor Road
London SW1V 3DA

Dated: 15 Dec 2023

Meridian Wellbeing

Statement of Financial Activities

for the year ended 31 March 2023

	Notes	Restricted £	Unrestricted £	Total 2023 £	Total 2022 £
INCOMING RESOURCES					
Income resources from generated funds:					
Voluntary income					
- Grants receivable		92,200		92,200	91,200
- Other income			601,987	601,987	435,097
- Fundraising				-	-
Income from grants and donations and activities	**4**	92,200	601,987	694,187	526,297
HMRC - JRS Grant			-	-	1,013
Bank deposit interest		-	1,530	1,530	24
		92,200	603,517	695,717	527,334
RESOURCES EXPENDED					
Cost of generating funds					
- Fundraising costs of grants and donations	**5a**	-	3,000	3,000	3,000
Charitable activities					
- Preservation and safeguarding of mental health and of the wellbeing of its benefaciaries	**5b&5c**	108,408	479,672	588,080	417,726
Governance costs	**6**	9,715	49,508	59,223	54,598
		118,123	532,180	650,303	475,324
EXCESS OF INCOME OVER OUTGOINGS		(25,923)	71,337	45,414	52,010
FUNDS BROUGHT FORWARD		25,923	245,688	271,611	219,601
FUNDS CARRIED FORWARD		-	317,025	317,025	271,611

Meridian Wellbeing
Income and expenditure account
for the year ended 31 March 2023

	Notes	2023 £	2022 £
INCOMING RESOURCES	**4**	694,187	526,297
CHARITABLE AND ADMINISTRATIVE EXPENSES		(650,303)	(475,324)
OPERATING SURPLUS		43,884	50,973
HMRC - JRS Grant		-	1,013
Interest receivable		1,530	24
SURPLUS BEFORE TAXATION		45,414	52,010
Taxation	**8**	-	-
Opening surplus of funds		271,611	219,601
SURPLUS CARRIED FORWARD		317,025	271,611

Meridian Wellbeing
Registered number - 03150505
Balance Sheet
as at 31 March 2023

	Notes		2023 £		2022 £
Fixed assets					
Tangible assets	9		10,344		9,275
Current assets					
Debtors	10	62,288		181,815	
Cash at bank and in hand		272,077		156,209	
		334,365		338,024	
Creditors: amounts falling due within one year	11	(27,684)		(75,688)	
Net current assets			306,681		262,336
Net assets			317,025		271,611
Capital and reserves					
- Restricted	13a		-		25,923
- Unrestricted	14a		317,025		245,688
Premises reserve fund		40,000		40,000	
Contractual fund		20,000		20,000	
Operational fund		257,025		185,688	
		317,025		245,688	
			317,025		271,611

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Shun Au OBE
Director
Approved by the board on 14 December 2023

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2023

1 Accounting policies

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

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 local authorities 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.

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 upon notification of the interest paid or payable by the Bank.

Fund accounting

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 which the donor has specified are to be solely used for particular areas of the Trust's work or for specific charitable projects being undertaken by the organisation.

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 directly attrributable costs and appropriate amount of overhead incurred for that purpose.

- Expenditure on charitable activities includes directly attributable costs and appropriate level of overheads incurred in respect of promoting and the preservation and safeguarding of mental health and the relief of persons who are Chinese origin suffering from mental illness and distress .

- 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.

Allocation of support costs

Support costs are those costs that assist the project and includes administration and establishment expenses incurred or attributed while carrying out the work of the project.

Tangible fixed assets

Individual fixed assets costing £250 or more are capitalised at cost.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant, machinery and MV	1/3rd of cost straight line

Operating leases

The charity classifies the office lease as operating lease and rental and other related expenses paid under the lease are charged to Revenue Account as they are accrued.

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.

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.

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.

Pensions

Existing employees of the charity were entitled to join the Workplace Pension Scheme which is funded by contributions from employee and employer. Additionally for one employee, the charity has undertaken to take out an Additional Voluntary Contribution scheme.

Legal status of the Trust

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

Resources expended

Charitable activities:

Directly attributable costs and appropriate level of overheads incurred in respect of promoting the preservation and safeguarding of mental health and the relief of persons suffering from mental illness and distress are treated as expenditure for charitable activities.

Governance costs:

This represents expenses relating to the management, organisational administration and compliance work and include the appropriate level of overheads. Such costs are allocated to each project on the basis of revenue generated by each project and estimated appropriation of some of the overheads by each project.

1 ***Cost of generating funds:***

This represents fundraising costs which include appropriate apportionment of staff members' remuneration who are engaged directly in fundraising. Also apportioned is the appropriate level of overheads.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of resources. Costs relating to particular projects on hand are allocated directly where appropriate, others are apportioned on an appropriate basis e.g labour cost, revenue or estimated usage.

2	**Employees**	**2023 Number**	**2022 Number**
	Average number of persons employed by the company	22	18

4	**INCOME RESOURCES**	**2023** £	**2023** £	**2022** £	**2022** £
	Restricted				
	Chinese Wellbeing Services - City Bridge Trust	52,600		51,600	
	HK BNO Project	39,600		39,600	
			92,200		91,200
	Unrestricted				
	- Contract, donations and other income	558,821		435,097	
	- Winter Pressures Project (BEH)	37,000		-	
	- Inflation Pressures Payment - City Bridge Trust	6,166		-	
			601,987		435,097
	Fundraising		-		-
			694,187		526,297

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2023

		2023	2022
5	**Resources Expended**	£	£
a	Fund raising costs of Grants and Donations		
	Staff costs	3,000	3,000
	Apportionment of Governance Costs	-	-
		3,000	3,000
b	Charitable Activities - Restricted		
	Staff Costs	80,073	62,202
	Support and Project costs	28,335	4,929
		108,408	67,131
	Apportionment of Governance Costs	9,715	8,046
		118,123	75,177
c	Charitable Activities - Unrestricted		
	Staff Costs	465,197	330,995
	Support and Project costs	14,475	19,600
		479,672	350,595
	Apportionment of Governance Costs	49,508	46,552
		529,180	397,147
6	Analysis of Governance Costs		
	Staff Costs	2,755	2,927
	Depreciation	4,038	2,342
	Support costs	1,628	292
	Accountancy & Independent examiners's fees	1,890	2,160
	Consultancy incl. legal	-	11,517
	General office administartion and establishment	48,912	35,360
		59,223	54,598

7	**Operating surplus**	**2023**	**2022**
		£	**£**
	This is stated after charging:		
	Depreciation of owned fixed assets	5,122	2,342
	Pension costs	13,337	19,782
	Accountancy & Independent examiner's fees	1,890	2,160
	Wages and Salaries	396,856	306,576
	Sessional worker	106,527	42,401
	Social security costs	33,942	31,864
	The average number of employees, including volunteers employed by the organisation during the year was:	**75**	**65**

8 Taxation

As the organisation's activities are exempt from taxation, no provision for corporation tax has been made.

9 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 April 2022	67,168
	6,192
At 31 March 2023	73,360
Depreciation	
At 1 April 2022	57,893
Charge for the year	5,123
At 31 March 2023	63,016
Net book value	
At 31 March 2023	10,344
At 31 March 2022	9,275

10 Debtors

	2023 £	2022 £
Accrued income and prepaid expenses	62,288	181,815

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Creditors	16,000	63,188
Taxation and social security costs	11,684	12,500
	27,684	75,688

12 Other information

Meridian Wellbeing is a private company limited by guarantee and has no shares capital. Each member's liability in the event of being wound up is not exceeding ten pounds.

Meridian Wellbeing
Notes to the accounts
for the year ended 31 March 2023

13a Restricted - This year

	Balance 01-Apr-22	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governance Cost Shared	Balance **31 March 2023**
	£	**£**	**£**	**£**	**£**	**£**	**£**
Chinese Wellbeing Services - City Bridge Trust	-	52,600	38,631	4,431	5,212	4,326	-
HKBNO - Welcome Programme	25,923	39,600	41,442	18,692	-	5,389	-
	25,923	92,200	80,073	23,123	5,212	9,715	-

13b Restricted - Last year

Chinese Wellbeing Services - City Bridge Trust	-	51,600	42,641	675	3,030	5,254	-
Covid 19 - Winter Project -	9,900	-	8,892	-	-	1,008	-
HKBNO - Welcome Programme	-	39,600	10,669	1,224	-	1,784	25,923
	9,900	91,200	62,202	1,899	3,030	8,046	25,923

14a Unrestricted - This year

	Balance 01-Apr-22	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governence cost shared	Balance **31 March 2023**
Contract, donations and other income	245,688	558,821	425,581	14,475	-	45,958	318,495
Inflation Pressures Payment - City Bridge Trust	-	6,166	5,659	-	-	507	-
Winter Pressures Project (BEH)		37,000	33,957	-	-	3,043	-
Bank deposit interest	-	1,530	-	-	-	-	1,530
Fund raising	-	-	3,000	-	-	-	(3,000)
	245,688	603,517	468,197	14,475	-	49,508	317,025

14b Unrestricted - Last year

Contract, donations and other income	209,701	435,097	330,995	19,600	-	46,552	247,651
Bank deposit interest	-	24	-	-	-	-	24
Fund raising	-	-	3,000	-	-	-	-3,000
HMRC - JRS Grant	-	1,013	-	-	-	-	1,013
	209,701	436,134	333,995	19,600	-	46,552	245,688

Meridian Wellbeing

England & Wales - Charity number 1058934

Accounts

Registered number
03150505

Meridian Wellbeing

Report and Accounts

31 March 2022

Meridian Wellbeing
Report and accounts
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Meridian Wellbeing

Registered number - 03150505

Directors' Report

The directors present their report and accounts for the year ended 31 March 2022.

Reference and administrative details

Charity number:	**1058934**
Company number:	**3150505**
Principal office:	Meritage Centre Church End Hendon NW4 4JT
Independent examiner:	R B Thakkar of Such & Co Associates Limited 85 Great Portland Street London W1W 7LT
Bankers:	National Westminster Bank PLC 403 Bethnal Green Road, London E2 0AF CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling Kent ME19 4JQ

Directors and trustees

The following served as directors and members of the Management Committee:

Shun Au OBE	- Chair
Dr. Stephen Hiew	- Treasurer
Lulu Langtree	- Honorary Secretary
Jason Chan	
Chi Wai Lu	
Pek Lian Watt	

Chief Executive Officer & Company Secretary - L Lee

Structure, Governance and Management

Governing Document

Meridian Wellbeing is a company limited by guarantee governed by its Memorandum and Articles of Association dated 4 October 2002. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the company and there are currently 6 each of whom agree to contribute £10 in the event of the charity winding up.

Appointment of trustees

The board of Trustees (also known as the Management Committee) is elected annually at the AGM. The board may appoint new trustees by co-option during the year. In accordance with the Articles of Association, all members of the Management Committee for the time being shall retire from office at the AGM, but are eligible to stand for re-election.

Trustee induction and training

New trustees undergo an orientation to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which shall have the minimum number of four, administers the charity. The board meets at least four times in a year. A Chief Executive is appointed by trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and the furtherance of the Charity's principle objective.

Related parties

As far as the trustees are aware no party has influence over the financial and operational policies of the charity.

Risk management

The trustees have a risk management strategy which comprises:

(1) an annual review of the risks the charity may face;

(2) an annual review of the systems and procedures to mitigate those risks identified in the plan; and

(3) the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified minimal risks and it has resulted in better emergency procedures and contingency plans. Particular attention has focused on non financial risks arising from fire, health and safety of its work force including volunteers and the service users. A key element in the management of financial risk is setting of a reserves policy and its regular review by trustees.

Objectives, achievements and performance and financial review

This year saw Meridian Wellbeing emerge from the challenges of the previous year with the pandemic and the rebranding of the organisation to embark on the reintroduction of services based at our centre. In the wake of the pandemic, we have not only developed an efficient hybrid way of working, but also created new partnerships and services to meet the evolving demands of the community. This has included the new Integrated Voluntary and Community Service (IVCS) and the Hong Kong British National Overseas (HK BN(O)) project, successfully introduced this year.

As the country gradually came out of lockdown and restrictions were eased, we began to reintroduce a range of core activities held at the centre from August 2021. These activities focused on creating a safe environment at the Meritage Centre to help people regain the confidence to return to the premises. The hybrid service provision enabled those who were unable or less confident to travel, the opportunity to access activities via our established digital platform.

With the ease of restrictions, it also led to the gradual phasing out of pandemic related funding, namely the London Community Response Fund (LCRF), and the National Lottery Community Fund (NLCF). The LCRF and NLCF funding had enabled the establishment of a digital platform and the development of a wide range of preventative and wellbeing services offered online to the community. The challenge then revolved around sustaining these services going forward.

The innovative and creative approach to involve the help of our volunteers, particularly those with lived experience, has enabled us to maintain the provision of these activities successfully whilst we seek other sources of funding. Supporting the promotion and attendee registration at events such as the International Women's' Day, Mental Health Awareness Week, World Mental Health Day, and the extremely popular Wellbeing Café held bi-weekly, the Peer volunteers have been a critical factor in making these events a success. These events have been co-designed and co-produced by our Peer volunteers. They were involved not only in providing feedback to shape the activities, but to run and facilitate these utilising their unique skills, including arts and crafts, games, music and even live drama sessions!

Our commitment to empower services users to participate and get involved in the delivery of activities as Peer facilitators is part of our core ethos. This was a strong element in our new partnership for the Integrated Voluntary and Community Services (IVCS) procured by the Barnet, Enfield and Haringey Mental Health Trust (BEHMHT). Bidding for this tender necessitated the rapid formation of a new consortium company with a number of local partners aptly named Wellbeing Together Community Interest Company (WT CIC). The consortium brings together the expertise and community knowledge focusing on each respective partner's key strengths. The IVCS service acts as a bridge between statutory services provided by Community Mental Health Teams, encouraging and empowering individuals to access services in the community and build personal independence and resilience. The person-centred service places the individual at the centre of care and tailors the support offered to ensure they receive the appropriate clinical intervention; empowering them to engage with community-based wellbeing support. With a strong Peer element that runs through the core of the service, the Community and Peer Engagement Practitioners utilise their personal experience and knowledge of the community to support those that have been in statutory settings for many years to take these first steps on their recovery journey in the community.

Alongside the IVCS service, we were also successful with the Winter Pressures Funding, which was geared towards alleviating pressures in local CMHT teams. This service aimed to tackle the seasonal pressures brought on by the winter periods and exacerbated by the dramatic rise in Covid-19 infection. The engagement was highly successful with positive case studies of individuals who were known frequent users of statutory services being connected to community-based interventions instead and showing improvements to their wellbeing. Critically, this service significantly reduced the pressures on emergency services such as crisis lines and the A&E department.

The focus on prevention and early intervention to reduce those needing to access emergency and secondary care services is at the heart of the Barnet Wellbeing Hub (BWH) offer. The mental health social prescribing service continued its strong performance with 1,464 individuals accessing Emotional Health Check this year. It has established itself as a critical component of Barnet's Long-term Prevention and Wellbeing Strategy, and is embedded as a vital pathway between statutory and community services. The service is also integral to the Mental Health Trust's Community Transformation Programme review of mental health provision across North Central London as part of the Integrated Care strategy.

Objective, achievements and performance and financial review - 2

The Joint Case Management (JCM) meeting hosted by the BWH, a weekly Multi-Disciplinary Team (MDT) complex case discussion involving health and social care professionals, supported 500 individuals this year. Of which, 96% of these cases were provided with jointly devised wellbeing plans keeping them in the community. The pandemic and the cost-of-living crisis is clearly affecting the wellbeing of the community, with the detrimental impact on the social determinants of their mental health leading to greater rates of comorbidity and severity.

Now in its sixth year of operation, the BWH has provided over 10,000 individuals with tailored wellbeing plans to date, connecting them with over 350 agencies across North London. The continued support from the LBB and NHS's NCL Integrated Care Board has been key to the BWH's success. This long-term support enabled the ongoing organic development of activities such as Chair yoga, Flower Workshops, dancing activities, health talks, the Wellbeing Café, tea and coffee sessions, our Housing Legal Advice service, and many more. The diverse offer of activities has enabled our team of Wellbeing Navigators to connect individuals to the complementary community services to support the core NHS clinical offers.

One of the primary NHS services that the BWH provides streamlined connections into is the Improving Access to Psychological Therapies (IAPT) talking therapy service. We have continued to work closely with BEHMHT through our Multilingual Wellbeing Service (MWS) partnership consortium, with 1,777 clients receiving NICE Compliant clinical interventions directly with us. This comprised of 305 cases in Step 2 Triage and Step 2 Treatments, more than 1,400 people accessing psychoeducational wellbeing workshops, and 68 cases access Step 3 interventions. The introduction of Step 3 CBT services this year saw our service work even more closely with the Trust to alleviate the pressures on the extensive waiting lists seen across London and beyond.

Demand and performance in the City Bridge Trust's funded Chinese Wellbeing Service was also strong across the specialist Befriending, Social Club and Wellbeing club activities. As well as maintaining this important core service delivery, we have also introduced interest groups such as singing, dance music and table tennis sessions.

The Befriending service has been particularly over-subscribed with 56 cases out a target of 35 accessing the service, an annual target reached in Quarter 1, and 44 of which are from external referrals. Average attendance at the Social Club and Wellbeing Clubs have been gradually returning to pre-pandemic levels, with over 2,300 cumulative annual attendance across the various activities for each respective club. All these activities formed an important lifeline for the vulnerable and elderly local Chinese community, providing culturally specific activities to support the communities' transition from pandemic lockdown into the new normality. For many suffering from isolation and loneliness, particularly in the elderly Chinese communities, these activities often form their only contact with the outside world. More work is needed to help people regain the confidence in accessing activities, and this will without a doubt require the combined efforts with the core group and volunteer team to ensure these vulnerable service users in the community are not forgotten.

The greater need in the Chinese community will continue to grow with the influx of HK BN(O)s, many of whom have chosen to put down their roots in Barnet and North London. We are pleased to have introduced a much needed and timely HK BN(O) project. Funded by the Department of Levelling Up, Housing and Communities (DLUHC), the service launched in February 2022 and was mobilised rapidly. It aims to support these new arrivals with a wide-ranging life-in-the-UK talks that include navigating health systems, education, employment as well as mental health and wellbeing, and practical support to aid their resettlement.

The service encourages the newly arrived HK BN(O) community to access our services via the Welcome Parties. In its first two months, the service has already attracted 179 unique individuals to the service across two Welcome Party Events, exceeding the project target to engage with 120 service users. Through this welcoming platform, attendees were connected with a wide range of services including one-to-one advocacy and advice sessions offered by our direct partners at New Citizen's Gateway. Employability training sessions in conjunction with BOOST Barnet have also been popular; 13 individuals registered with this programme as soon as the service was introduced. We anticipate this will double if not triple in the first few months. These have been complemented with skills-based training delivered by FIVERR, offering IT classes, CV writing and job application guidance. Another thirty four individuals accessed ESOL Classes, which was delivered in partnership with Barnet & Southgate Colleges as well as in-house sessions. This is the activity with the greatest demand with a large number on the waiting list for these classes. Furthermore, over 100 responses have also been received related to our Wellbeing Programme, which will be vastly expanded in the coming months. Together with the Chinese Wellbeing Services, the organisation has never been able to engage with more people from the East and Southeast Asian Communities than now.

Meridian Wellbeing

Registered number - 03150505

Directors' Report

Objective, achievements and performance and financial review - 3

Following on from the successes of our service provision during the Covid-19 pandemic, the organisation has continued to build on these creative developments, forging new partnerships and relationships. With the world only just beginning to recover from the impacts of the global pandemic, new challenges continue to present to us all; the war in Ukraine and the cost-of-living crisis will add to the hardship and challenges for the most vulnerable people in the community.

Building on the foundations of our existing offers, the introduction of new services has led to even closer working with statutory partners in the Local Authority and the Mental Health Trust. Joint working and collaborative partnerships that utilise the expertise of the VCS providers have never been more critical in the provision of mental health and wellbeing services. This ultimately will lead to a higher quality of service and achieving better outcomes. The demand for mental health and wellbeing services in the community is expected to grow significantly in the current climate. Through an integrated care approach, Meridian Wellbeing stands ready to meet this growing demand.

Thanks to the continued steadfast diligence of the staff team, and the unwavering managerial leadership to develop new opportunities, the organisation is well placed to not only weather the political and economic uncertainties, but further provide meaningful and impactful services to make a difference to people's lives. We move into the new year with confidence that the team will once again rise to the challenges we face and support the most vulnerable in the community at their time of need.

As part of this business planning process Meridian Wellbeing has identified the following strategic objectives for the subsequent period:
(1) To continue to provide a high quality of wellbeing services to the generic population in Barnet, the Chinese Community all over London and UK, setting the highest quality standard.

(2) To identify new sources of funding for the organisation so that it can meet the increasing demand for its services

(3) To promote the development of highly qualified workforce using comprehensive training programme.

We welcome the views and contributions of all our service users and their families. If any one wishes to comment on our strategic objectives or any other aspect of our annual report please write to:

Shun Au OBE
Chair

Meritage Centre
Church End
Hendon
NW4 4JT

Or e-mail; info@meridianwellbeing.com

Investment power and policy

Under the Memorandum and Articles of Association, the charity has the power to invest in any way the trustees wish. However, bearing in mind the liquidity requirements of providing high quality direct services such as counselling, advice and information to the Charity's beneficiaries of all ages, the trustees have decided to keep available funds in an interest bearing deposit account.

Reserve Policy

The management committee has established a policy of working towards maintaining unrestricted funds of between 3 and 6 months, which is a general fund to be available for use at the discretion of the directors/trustees in furtherance of the general charitable objectives. The directors have identified three purposes to which the unrestricted fund is earmarked and note no.13 is showing the analysis of the fund.

Plans for future periods

A significant part of our work will be directed towards increasing capacity to provide a wider range of wellbeing services to the Charity's beneficiaries and developing a fully fledged Wellbeing Centre.

Indemnity insurance

The charity has insured against loss arising from the neglect or default of any of the Management Committee Members.

Insurance, against the possibility of claims, arising during the course of assistance provided by its workers, is already in place and is also continuing.

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

Meridian Wellbeing

Registered number - 03150505

Directors' Report

Directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations and in doing so:

- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of board of trustees

-Shun Au OBE

Dated: 16th Dec 2022

Statement of Directors' Responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

Meridian Wellbeing
Independent examiner's report
to the trustees of Meridian Wellbeing

I report on the accounts of the company for the year ended 31 March 2022

This report is made solely to the charity's trustees, as a body, in accordance with the regulations under part 8 and section 130 to 173 of the Charities Act 2011. My work was undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and the examiner

The trustees' (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed and I am qualified to undertake the examination by being a member of the Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

1) examine the accounts under section 145 of the 2011 Act;

2) to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and

3) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

(a) to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 130 of Charities Act ; and

(b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R B Thakkar FCCA
Such & Co Associates Limited
Association of Chartered Certified Accountants
85 Great Portland Street
1st Floor
London W1W 7LT

Dated: 16th Dec 2022

Meridian Wellbeing

Statement of Financial Activities

for the year ended 31 March 2022

	Notes	Restricted £	Unrestricted £	Total 2022 £	Total 2021 £
INCOMING RESOURCES					
Income resources from generated funds:					
Voluntary income					
- Grants receivable		91,200		91,200	157,367
- Other income			435,097	435,097	324,434
- Fundraising				-	-
Income from grants and donations and activities	**4**	91,200	435,097	526,297	481,801
HMRC - JRS Grant			1,013	1,013	2,008
Bank deposit interest		-	24	24	68
		91,200	436,134	527,334	483,877
RESOURCES EXPENDED					
Cost of generating funds					
- Fundraising costs of grans and donations	**5a**	-	3,000	3,000	3,000
Charitable activities					
- Preservation and safeguarding of mental health and of the wellbeing of its benefaciaries	**5b&5c**	67,131	350,595	417,726	391,864
Governance costs	**6**	8,046	46,552	54,598	42,211
		75,177	400,147	475,324	437,075
EXCESS OF INCOME OVER OUTGOINGS		16,023	35,987	52,010	46,802
FUNDS BROUGHT FORWARD		9,900	209,701	219,601	172,799
FUNDS CARRIED FORWARD		25,923	245,688	271,611	219,601

Meridian Wellbeing
Income and expenditure account
for the year ended 31 March 2022

	Notes	2022 £	2021 £
INCOMING RESOURCES	4	526,297	481,801
CHARITABLE AND ADMINISTRATIVE EXPENSES		(475,324)	(437,075)
OPERATING SURPLUS		50,973	44,726
HMRC - JRS Grant		1,013	2,008
Interest receivable		24	68
SURPLUS BEFORE TAXATION		52,010	46,802
Taxation	8	-	-
Opening surplus of funds		219,601	172,799
SURPLUS CARRIED FORWARD		271,611	219,601

Meridian Wellbeing
Registered number - 03150505
Balance Sheet
as at 31 March 2022

	Notes		2022 £		2021 £
Fixed assets					
Tangible assets	9		9,275		6,738
Current assets					
Debtors	10	181,815		49,619	
Cash at bank and in hand		156,209		201,680	
		338,024		251,299	
Creditors: amounts falling due within one year	11	(75,688)		(38,436)	
Net current assets			262,336		212,863
Net assets			271,611		219,601
Capital and reserves					
- Restricted	13a		25,923		9,900
- Unrestricted	14a		245,688		209,701
Premises reserve fund		40,000		30,000	
Contractual fund		20,000		15,000	
Operational fund		185,688		164,701	
		245,688		209,701	
			271,611		219,601

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Shun Au OBE
Director
Approved by the board on 16th Dec 2022

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2022

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows: a) 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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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 local authorities 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.

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 upon notification of the interest paid or payable by the Bank.

Fund accounting

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 which the donor has specified are to be solely used for particular areas of the Trust's work or for specific charitable projects being undertaken by the organisation.

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 directly attrributable costs and appropriate amount of overhead incurred for that purpose.

- Expenditure on charitable activities includes directly attributable costs and appropriate level of overheads incurred in respect of promoting and the preservation and safeguarding of mental health and the relief of persons who are Chinese origin suffering from mental illness and distress .

- 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.

Allocation of support costs

Support costs are those costs that assist the project and includes administration and establishment expenses incurred or attributed while carrying out the work of the project.

Tangible fixed assets

Individual fixed assets costing £150 or more are capitalised at cost.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant, machinery and MV	25% straight line

Operating leases

The charity classifies the office lease as operating lease and rental paid under the lease are charged to Revenue Account on a straight line basis over the period of the lease.

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.

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.

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.

Pensions

Existing employees of the charity were entitled to join the Workplace Pension Scheme which is funded by contributions from employee and employer. Additionally for one employee, the charity has undertaken to take out an Additional Voluntary Contribution scheme.

Legal status of the Trust

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

Resources expended

Charitable activities:

Directly attributable costs and appropriate level of overheads incurred in respect of promoting the preservation and safeguarding of mental health and the relief of persons suffering from mental illness and distress are treated as expenditure for charitable activities.

Governance costs:

This represents expenses relating to the management, organisational administration and compliance work and include the appropriate level of overheads. Such costs are allocated to each project on the basis of revenue generated by each project and estimated appropriation of some of the overheads by each project.

2 ***Cost of generating funds:***

This represents fundraising costs which include appropriate apportionment of staff members' remuneration who are engaged directly in fundraising. Also apportioned is the appropriate level of overheads.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of resources. Costs relating to particular projects on hand are allocated directly where appropriate, others are apportioned on an appropriate basis e.g labour cost, revenue or estimated usage.

3 Employees

	2022 Number	2021 Number
Average number of persons employed by the company	18	11

4 INCOME RESOURCES

	2022 £	2022 £	2021 £	2021 £
Restricted				
Grants, donations and other income				
Covid 19 Response and Transition Project - LCRF Wave 2	-		9,740	
Covid 19 Mental Health Digital Hub - NLCF & HM Government	-		48,393	
Covid 19 Response Project for the Chinese Community - LCRF Wave 3	-		35,782	
Covid 19 Partnership Project Led by Barnet CAB - LCRF Wave 3	-		2,852	
Chinese Wellbeing Services - City Bridge Trust	51,600		50,700	
Covid 19 Winter Project - LCRF Wave 4	-		9,900	
HK BNO Project	39,600		-	
		91,200		157,367
Unrestricted				
Contract, donations and other income				
- Core Fund from City bridge trust	-		12,675	
- Core Fund from Indigo Trust	-		10,000	
- Others	435,097		301,759	
		435,097		324,434
Fundraising		-		-
Others		-		-
		526,297		481,801

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2022

5 Resources Expended

a	Fund raising costs of Grants and Donations		
	Staff costs	3,000	3,000
	Apportionment of Governance Costs	-	-
		3,000	3,000
b	Charitable Activities - Restricted		
	Staff Costs	62,202	115,468
	Support and Project costs	4,929	16,103
		67,131	131,571
	Apportionment of Governance Costs	8,046	15,896
		75,177	147,467
c	Charitable Activities - Unrestricted		
	Staff Costs	330,995	233,183
	Support and Project costs	19,600	27,110
		350,595	260,293
	Apportionment of Governance Costs	46,552	26,315
		397,147	286,608

6 Analysis of Governance Costs

Staff Costs	2,927	9,235
Depreciation	2,342	350
Support costs	292	1,722
Accountancy & Independent examiners's fees	2,160	1,800
Consultancy incl. legal	11,517	-
General office administartion and establishment	35,360	29,104
	54,598	42,211

7 Operating surplus

	2022 £	2021 £
This is stated after charging:		
Depreciation of owned fixed assets	2,342	5,100
Pension costs	19,782	8,574
Accountancy & Independent examiner's fees	2,160	1,800
Wages and Salaries	306,576	250,327
Sessional & freelance worker	42,401	75,589
Social security costs	31,864	27,911
The average number of employees, including volunteers employed by the organisation during the	**65**	**60**

8 Taxation

As the organisation's activities are exempt from taxation, no provision for corporation tax has been made.

9 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 April 2021	54,903
	12,265
At 31 March 2022	67,168
Depreciation	
At 1 April 2021	48,165
Charge for the year	9,728
At 31 March 2022	57,893
Net book value	
At 31 March 2022	9,275
At 31 March 2021	6,738

10 Debtors

	2022 £	2021 £
Accrued income and prepaid expenses	181,815	49,619

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Creditors	63,188	35,897
Taxation and social security costs	12,500	2,539
	75,688	38,436

12 Other information

Meridian Wellbeing is a private company limited by guarantee and has no shares capital. Each member's liability in the event of being wound up is not exceeding ten pounds.

Meridian Wellbeing
Notes to the accounts
for the year ended 31 March 2022

13a Restricted - This year	Balance 01-Apr-21	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governance Cost Shared	Balance **31 March 2022**
	£	£	£	£	£	£	£
Chinese Wellbeing Services - City Bridge Trust	-	51,600	42,641	675	3,030	5,254	-
Covid 19 Winter Project - LCRF Wave 4	9,900	-	8,892	-	-	1,008	-
HKBNO - Welcome Programme		39,600	10,669	1,224	-	1,784	25,923
	9,900	91,200	62,202	1,899	3,030	8,046	25,923

13b Restricted - Last year							
Covid 19 Response and Transition Project - LCRF Wave 2	-	9,740	8,070	-	-	1,670	-
Covid 19 Mental Health Digital Hub - NLCF & HM Government	-	48,393	43,789	-	-	4,604	-
Covid 19 Response Project for the Chinese Community - LCRF	-	35,782	18,235	14,498	-	3,049	-
Covid 19 Partnership Project Led by Barnet CAB - LCRF Wave 3	-	2,852	2,250		240	362	-
Chinese Wellbeing Services - City Bridge Trust	-	50,700	43,124	1,005	360	6,211	-
Covid 19 Winter Project - LCRF Wave 4	-	9,900				-	9,900
	-	157,367	115,468	15,503	600	15,896	9,900

14a Unrestricted - This year	Balance 01-Apr-21	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governence cost shared	Balance **31 March 2022**
Contract, donations and other income	209,701	435,097	330,995	19,600	-	46,552	247,651
Bank deposit interest	-	24	-	-	-	-	24
Fund raising	-	-	3,000	-	-	-	-3,000
HMRC - JRS Grant	-	1,013	-	-	-	-	1,013
	209,701	436,134	333,995	19,600	-	46,552	245,688

14b Unrestricted - Last year							
Contract, donations and other income	164,164	324,434	233,183	17,556	9,554	26,315	201,990
Bank deposit interest	8,635	68	-	-	-	-	8,703
Fund raising	-	-	3,000	-	-		-3,000
HMRC - JRS Grant	-	2,008	-	-	-	-	2,008
	172,799	326,510	236,183	17,556	9,554	26,315	209,701

Meridian Wellbeing

England & Wales - Charity number 1058934

Accounts

Registered number
03150505

Meridian Wellbeing

Report and Accounts

31 March 2021

Meridian Wellbeing
Report and accounts
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Meridian Wellbeing

Registered number - 03150505

Directors' Report

The directors present their report and accounts for the year ended 31 March 2021.

Reference and administrative details

Charity number:	**1058934**
Company number:	**3150505**
Principal office:	Meritage Centre Church End Hendon NW4 4JT
Independent examiner:	R B Thakkar of Such & Co Associates Limited Office D 160 New Covent Garden Market London SW8 5LL
Bankers:	National Westminster Bank PLC 403 Bethnal Green Road, London E2 0AF CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling Kent ME19 4JQ

Directors and trustees

The following served as directors and members of the council:

Shun Au - OBE	- Chair
Dr. Stephen Hiew	- Treasurer
Lulu Langtree	- Honorary Secretary
Jason Chan	

Chief Executive Officer & Company Secretary - L Lee

Structure, Governance and Management

Governing Document

Meridian Wellbeing (previously Chinese Mental Health Association) is a company limited by guarantee governed by its Memorandum and Articles of Association dated 4 October 2002. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the company and there are currently 4 each of whom agree to contribute £10 in the event of the charity winding up.

Appointment of trustees

The board of Trustees (also known as the Management Committee) is elected annually at the AGM. The board may appoint new trustees by co-option during the year. In accordance with the Articles of Association, all members of the Management Committee for the time being shall retire from office at the AGM, but are eligible to stand for re-election.

Trustee induction and training

New trustees undergo an orientation to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which shall have the minimum number of four, administers the charity. The board meets at least four times in a year. A Chief Executive is appointed by trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and the furtherance of the Charity's principle objective.

Related parties

As far as the trustees are aware no party has influence over the financial and operational policies of the charity.

Risk management

The trustees have a risk management strategy which comprises:

(1) an annual review of the risks the charity may face;

(2) an annual review of the systems and procedures to mitigate those risks identified in the plan;

and

(3) the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified minimal risks and it has resulted in better emergency procedures and contingency plans. Particular attention has focused on non financial risks arising from fire, health and safety of its work force including volunteers and the service users. A key element in the management of financial risk is setting of a reserves policy and its regular review by trustees.

Objectives, achievements and performance and financial review

This year has seen the combination of the challenges brought by the pandemic and the rebranding of the organisation to Meridian Wellbeing opening new innovative avenues for our development. We were successful in not only maintaining our core services but created new services through our digital platform to open a multitude of possibilities. The organisation has increased its reach to support over 5,000 unique individuals with over 65% being from BAMER communities.

We were successful in securing grant funding from the City Bridge Trust to continue the Chinese Wellbeing Services; our IAPT service in partnership with Barnet, Enfield and Haringey Mental Health Trust (BEHMHT) has continued delivering vital talking therapy services; and the Barnet Wellbeing Hub (BWH) is now recognised by Barnet Council as a critical component of the local Prevention and Wellbeing offer.

The successive lockdowns and restrictions have proved challenging for organisations to consolidate and continue their delivery remotely. However, it is testament to the determination, perseverance and sense of duty to the community that not only was a highly successful work from home policy and digital delivery implemented, but the team embarked upon a tremendous journey of innovation and creativity to support the community in their time of most need.

The team's strategy to rapidly move to digital delivery via the Zoom platform and train and support volunteers in the use of the systems was highly successful in tackling the digital divide; promoting digital inclusion in our existing groups and encouraging access online. Written guides and later video guides were produced to enable and empower staff, volunteers and service users to continue working remotely. This effort in the Chinese Wellbeing Services enabled our Chinese community to access culturally specific activities digitally, with elderly members over 90 years old joining in on Tai Chi, singing and other exercises from their own homes; these activities were often the only form of exercise and indeed interaction with others during the lockdown.

This can-do attitude carried through with the continuation of our IAPT service delivery via remote means. Therapists showed a true willingness to operate out of their comfort zone and deliver therapy remotely, via video and telephone. We are proud that the organisation still maintained its delivery across all services, including the outreach and awareness Wellbeing Workshops, Step 2 Guided Self-Help interventions, Step 3 Counselling and the introduction of Step 3 CBT (Cognitive Behavioural Therapy) in April 2021. The team have shown true willingness to offer high quality therapeutic support remotely, adopting new approaches and learning new remote techniques to build therapeutic relationships and meet the recovery rate and access targets; despite the pandemic, performance across all modalities was impressive, delivering 47% above the target for assessments conducted and achieving 10% above target in Step 3.

The stellar effort was seen none more so than in the Barnet Wellbeing Hub (BWH). Recognising the greater need for mental health support the team worked to define the service as the mental health social prescribing gateway. The service works alongside the relatively newly introduced GP practice based Social Prescribing Linkworking service, providing a bridge for local residents to access mental health and wellbeing support both in the community and in statutory services. Over 1,350 Emotional Health Checks were completed throughout the year to local residents, with more than 30% of these coming from professional referrals. They were connected to over 2,900 services and activities in and around Barnet, 243 of which were introduced to IAPT services and more than 264 connected to in-house Housing Legal Advice service.

The pandemic and lockdowns have had an immense impact on the communities' mental health and wellbeing. With many services closed for face-to-face engagement, it was a mammoth challenge for the Wellbeing Navigators to connect individuals, primarily to remote provision. Many cases have presented with a higher rate of comorbidity and severity, with unfortunately a greater proportion of individuals accessing the service presenting with suicidal thoughts, and thoughts of self-harm.

Objectives, achievements and performance and financial review - 2

This has led to around 45 individuals being discussed weekly at the Joint Case Management (JCM) meeting, a multi-disciplinary team discussion combining the expertise of clinicians in the NHS operating in the IAPT and Primary Care Linkworking Teams, as well as the expertise from The Network Adult Social Care enablement team, and alongside community expertise from the BWH and Learning Disability and Autism specialists. It is through this platform that these complex cases were kept safe, and wellbeing plans formulated to support the individuals; around 96% of the 500 cases discussed were kept safely in the community and not requiring secondary care interventions.

This effort continued with other BWH activities including the Wellbeing Café, which continued to run monthly online with no disruption. Chair Yoga, Creative Flower Workshops, dancing activities, wellbeing workshops converted to wellbeing webinars and much more also moved swiftly to digital platforms; it included a series of 6 wellbeing day activities delivered in partnership with other local charities as well as the provision of music therapy sessions and a therapeutic Arts course; a monumental team effort culminating in 100 online activities delivered each month.

These activities were made possible by our consecutive funding successes from the London Community Response Fund (LCRF) Wave 2, 3 and 4 and the National Lottery Community Fund (NLCF) that provided the grant funding to enable the further development of our digital platform. In the space of 6 months between September and February 2021, 622 online activities were held with a total attendance of 6,571 people, with close to four thousand attending physical activities. This is an astounding achievement by the team in such a short timeframe.

The funding enabled the delivery of a wide variety of activities on our digital platform, all accessible from our new website launched in November 2020. The outcomes of our rebrand has enabled a truly astonishing 23,000 views of the website in the first 6 months, with over 13,000 which were unique viewers. Over 650 individuals have subscribed to our weekly newsletter and growing, all receiving up-to-date information on the pandemic and our various activities.

The NLCF funding also enabled the development of our Peer Support Club. 29 volunteers were recruited and provided vital support to 82 unique service users. Trained through weekly sessions provided by a qualified therapist, this Peer Led co-produced project helped to tackle the social isolation and the disproportionate effect of the pandemic on those suffering with mental health issues. The project encouraged social connections, tackling loneliness and building self-resilience through engaging with virtual interactions via one-to-one and group-based support; such has been the success of providing the opportunity to ‘help out’ and the mutual benefits of regular contact, the group-based activities have continued beyond the life of the project and includes peer-led Festive Fun Days, International Women’s Day events, World Mental Health Day, and more.

The team showed a desire to support disseminating important and accurate information on the pandemic in a live and interactive way. Although not direct project deliverables, this led to a series of blog articles on Covid-19 related topics including vaccinations and impacts of mental health due to the lockdown and isolation. These were complemented by ‘The Word on Wellbeing’ podcast series that invited guests such as local Clinical Mental Health and Adults Safeguarding Board leads, as well as an esteemed epidemiologist, Local MP’s and Councillors, and importantly our service users for their perspective. These episodes gave a voice to the experts and opened discussions around the impacts of the pandemic and the socio-economic issues people experienced during the lockdowns.

Having a voice was also at the heart of the Hate Crime Project. The pandemic brought to the public eye the underlying anti-Chinese/Southeast Asian sentiment in pockets of society. Our project aimed to raise awareness of Hate Crime and provided information for the community, with direct Advocacy and Advice support provided by our partners at the Chinese Association of Tower Hamlets (CATH) and through a series of six webinars inviting guests to speak about Hate Crime and invite the community around London and indeed across the country to find out more.inviting guests to speak about Hate Crime and invite the community around London and indeed across the country to find out more.

Presentations included guests such as Unmesh Desai, the Chair of Police and Crime Committee, and Sara Owen MP for Luton North who shared her own experience being British Chinese. Over 240 unique individuals attended the series of 6 online awareness sessions, complemented by the 15 tablets shared through our Digital Inclusion element of the project and 11 ‘How-To’ digital inclusion video guides delivered in Chinese. 146 vulnerable individuals were supported via direct interventions, of which 89 were new to our service.

We also successfully secured a Wave 4 funding from the LCRF to run a Winter programme to support vulnerable people through the lockdown over the winter months. This programme delivered a series of 10 activities on a weekly basis, helping to tackle the isolation and loneliness experienced by our beneficiaries over the festive period, and continued to run until the early Spring.

We were pleased to capture these achievements throughout the pandemic not only via our internal reports but through the voices of our service users. We were pleased that the amazing amount of work has been documented and reviewed by an independent evaluator, Therapeutic Solutions. Through the evidenced work and interviews with the service users the evaluation report ~~e~~xhibited that those who accessed our service were better able to cope during the last year.

Objectives, achievements and performance and financial review - 3

We look back at this tumultuous period of uncertainty with great pain and sorrow for those that have suffered and have lost their loved ones; but also with immense pride and admiration at the truly tremendous efforts and astounding support that the managerial and staff team have delivered to the community. The Management Committee would like to thank the managerial team and staff for their unwavering diligence and conscientiousness, as a shining beacon of hope and innovation in the community in the most challenging of times.

We can now look forwards armed with better knowledge to continue to support the community and make further strides to reach those in need. It is without doubt that the experience has made Meridian Wellbeing a stronger organisation. The future holds great promise with greater close collaboration work with NHS Trusts, and the potential for further growth in our IAPT service. The pandemic is still with us, but it is with determination that we face the continued adversity and challenges with a renewed motivation for innovation and creativity.

Our thanks go to the Management Committee for their steadfast support, providing the encouragement and positive enthusiasm to help the organisation continue to develop and grow. We go into the new financial year with caution and prudence, but with determination and confidence to tackle this adversity through creativity and innovation, and the belief we will come out of this pandemic with renewed vigour and dynamism as a stronger organisation.

As part of this business planning process Meridian Wellbeing has identified the following strategic objectives for the subsequent period:-

(1) To continue to provide a high quality of wellbeing services to the generic population in Barnet, the Chinese Community all over London and UK, setting the highest quality standard.

(2) To identify new sources of funding for the organisation so that it can meet the increasing demands for its services.

(3) To promote the development of a highly qualified workforce using a comprehensive training programme.

We welcome the views and contributions of all our service users and their families. If any one wishes to comment on our strategic objectives or any other aspect of our annual report please write to:

Shun Au - OBE
Chair
Meritage Centre
Church End
Hendon
NW4 4JT
Or e-mail; info@meridianwellbeing.com

Investment power and policy

Under the Memorandum and Articles of Association, the charity has the power to invest in any way the trustees wish. However, bearing in mind the liquidity requirements of providing high quality direct services such as counselling, advice and information to the Charity's beneficiaries of all ages, the trustees have decided to keep available funds in an interest bearing deposit account.

Reserve Policy

The management committee has established a policy of working towards maintaining unrestricted funds which is a general fund to be available for use at the discretion of the directors/trustees in furtherance of the general charitable objectives. The directors have identified three purposes to which the unrestricted fund is earmarked and note no.13 is showing the analysis of the fund.

Plans for future periods

A significant part of our work will be directed towards increasing capacity to provide a wider range of wellbeing services to the Charity's beneficiaries and developing a fully fledged Wellbeing Centre.

Indemnity insurance

The charity has insured against loss arising from the neglect or default of any of the Management Committee Members.

Insurance, against the possibility of claims, arising during the course of assistance provided by its workers, is already in place and is also continuing.

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

Directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations and in doing so:

- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of board of trustees

-Shun Au

Dated: 16 Dec 2021

Meridian Wellbeing

Statement of Directors' Responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

Meridian Wellbeing
Independent examiner's report
to the trustees of Meridian Wellbeing

I report on the accounts of the company for the year ended 31 March 2021

This report is made solely to the charity's trustees, as a body, in accordance with the regulations under part 8 and section 130 to 173 of the Charities Act 2011. My work was undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and the examiner

The trustees' (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed and I am qualified to undertake the examination by being a member of the Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

1) examine the accounts under section 145 of the 2011 Act;

2) to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and

3) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

(a) to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 130 of Charities Act ; and

(b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R B Thakkar FCCA
Such & Co Associates Limited
Association of Chartered Certified Accountants
Office D-160
New Covent Garden Market
London SW8 5LL

Dated: 16 Dec 2021

Meridian Wellbeing

Statement of Financial Activities

for the year ended 31 March 2021

	Notes	Restricted £	Unrestricted £	Total 2021 £	Total 2020 £
INCOMING RESOURCES					
Income resources from generated funds:					
Voluntary income					
- Grants receivable		157,367		157,367	-
- Other income			324,434	324,434	368,894
- Fundraising				-	17
Income from grants and donations and activities	**4**	157,367	324,434	481,801	368,911
HMRC - JRS Grant			2,008	2,008	
Bank deposit interest		-	68	68	219
		157,367	326,510	483,877	369,130
RESOURCES EXPENDED					
Cost of generating funds					
- Fundraising costs of grans and donations	**5a**	-	3,000	3,000	2,500
Charitable activities					
- Preservation and safeguarding of mental health and of the wellbeing of its benefaciaries	**5b&5c**	131,571	260,293	391,864	303,151
Governance costs	**6**	15,896	26,315	42,211	39,903
		147,467	289,608	437,075	345,554
EXCESS OF INCOME OVER OUTGOINGS		9,900	36,902	46,802	23,576
FUNDS BROUGHT FORWARD		-	172,799	172,799	149,223
FUNDS CARRIED FORWARD		9,900	209,701	219,601	172,799

Meridian Wellbeing
Income and expenditure account
for the year ended 31 March 2021

	Notes	2021 £	2020 £
INCOMING RESOURCES	**4**	481,801	368,911
CHARITABLE AND ADMINISTRATIVE EXPENSES		(437,075)	(345,554)
OPERATING SURPLUS		44,726	23,357
HMRC - JRS Grant		2,008	
Interest receivable		68	219
SURPLUS BEFORE TAXATION		46,802	23,576
Taxation	**8**	-	-
Opening surplus of funds		172,799	149,223
SURPLUS CARRIED FORWARD		219,601	172,799

Meridian Wellbeing
Registered number - 03150505
Balance Sheet
as at 31 March 2021

	Notes		2021 £		2020 £
Fixed assets					
Tangible assets	9		6,738		11,838
Current assets					
Debtors	10	49,619		39,544	
Cash at bank and in hand		201,680		145,622	
		251,299		185,166	
Creditors: amounts falling due within one year	11	(38,436)		(24,205)	
Net current assets			212,863		160,961
Net assets			219,601		172,799
Capital and reserves					
- Restricted	13a		9,900		-
- Unrestricted	14a		209,701		172,799
Premises reserve fund		40,000		30,000	
Contractual fund		20,000		15,000	
Operational fund		149,701		127,799	
		209,701		172,799	
			219,601		172,799

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Shun Au
Director
Approved by the board on 16 December 2021

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2021

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows: a) 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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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 local authorities 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.

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 upon notification of the interest paid or payable by the Bank.

Fund accounting

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 which the donor has specified are to be solely used for particular areas of the Trust’s work or for specific charitable projects being undertaken by the organisation.

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 directly attrributable costs and appropriate amount of overhead incurred for that purpose.

- Expenditure on charitable activities includes directly attributable costs and appropriate level of overheads incurred in respect of promoting and the preservation and safeguarding of mental health and the relief of persons who are Chinese origin suffering from mental illness and distress .

- 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.

Allocation of support costs

Support costs are those costs that assist the project and includes administration and establishment expenses incurred or attributed while carrying out the work of the project.

Tangible fixed assets

Individual fixed assets costing £150 or more are capitalised at cost.

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Plant, machinery and MV	25% straight line

Operating leases

The charity classifies the office lease as operating lease and rental paid under the lease are charged to Revenue Account on a straight line basis over the period of the lease.

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.

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.

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.

Pensions

Existing employees of the charity were entitled to join the Workplace Pension Scheme which is funded by contributions from employee and employer. Additionally for one employee, the charity has undertaken to take out an Additional Voluntary Contribution scheme.

Legal status of the Trust

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

Resources expended

Charitable activities:

Directly attributable costs and appropriate level of overheads incurred in respect of promoting the preservation and safeguarding of mental health and the relief of persons suffering from mental illness and distress are treated as expenditure for charitable activities.

Governance costs:

This represents expenses relating to the management, organisational administration and compliance work and include the appropriate level of overheads. Such costs are allocated to each project on the basis of revenue generated by each project and estimated appropriation of some of the overheads by each project.

2 ***Cost of generating funds:***

This represents fundraising costs which include appropriate apportionment of staff members' remuneration who are engaged directly in fundraising. Also apportioned is the appropriate level of overheads.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of resources. Costs relating to particular projects on hand are allocated directly where appropriate, others are apportioned on an appropriate basis e.g labour cost, revenue or estimated usage.

3	**Employees**	**2021 Number**	**2020 Number**
	Average number of persons employed by the company	10	8

4	**INCOME RESOURCES**	**2021** £	**2021** £	**2020** £	**2020** £
	Restricted				
	Grants, donations and other income				
	Covid 19 Response and Transition Project - LCRF Wave 2	9,740		-	
	Covid 19 Mental Health Digital Hub - NLCF & HM Government	48,393		-	
	Covid 19 Response Project for the Chinese Community - LCRF Wave 3	35,782		-	
	Covid 19 Partnership Project Led by Barnet CAB - LCRF Wave 3	2,852		-	
	Chinese Wellbeing Services - City Bridge Trust	50,700		-	
	Covid 19 Winter Project - LCRF Wave 4	9,900		-	
			157,367		-
	Unrestricted				
	Contract, donations and other income				
	- Core Fund from City bridge trust	12,675		-	-
	- Core Fund from Indigo Trust	10,000		-	-
	- Others	301,759		368,894	
			324,434		368,894
	Fundraising		-	17	17
			481,801		368,911

Meridian Wellbeing
Notes to the Accounts
for the year ended 31 March 2021

5 Resources Expended

a	Fund raising costs of Grants and Donations		
	Staff costs	3,000	2,500
	Apportionment of Governance Costs	-	1
		3,000	2,501
b	Charitable Activities - Restricted		
	Staff Costs	115,468	-
	Support and Project costs	16,103	-
		131,571	-
	Apportionment of Governance Costs	15,896	-
		147,467	-
c	Charitable Activities - Unrestricted		
	Staff Costs	236,183	275,442
	Support and Project costs	24,110	27,709
		260,293	303,151
	Apportionment of Governance Costs	26,315	39,903
		286,608	343,054

6 Analysis of Governance Costs

Staff Costs	9,235	3,516
Depreciation	350	-
Support costs	1,722	503
Accountancy & Independent examiners's fees	1,800	2,080
General office administartion and establishment	29,104	33,804
	42,211	39,903

7 Operating surplus

	2021 £	2020 £
This is stated after charging:		
Depreciation of owned fixed assets	6,070	8,294
Pension costs	5,735	8,616
Accountancy & Independent examiner's fees	2,000	2,080
Wages and Salaries	250,327	204,000
Sessional & freelance worker	75,589	48,857
Social security costs	27,911	21,369
The average number of employees, including volunteers employed by the organisation during the	**60**	**55**

8 Taxation

As the organisation's activities are exempt from taxation, no provision for corporation tax has been made.

9 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 April 2020	54,903
At 31 March 2021	54,903
Depreciation	
At 1 April 2020	43,065
Charge for the year	5,100
At 31 March 2021	48,165
Net book value	
At 31 March 2021	6,738
At 31 March 2020	11,838

10 Debtors

	2021 £	2020 £
Accrued income and prepaid expenses	49,619	39,544

11 Creditors: amounts falling due within one year

	2021 £	2020 £
Creditors	35,897	19,400
Taxation and social security costs	2,539	4,805
	38,436	24,205

12 Other information

Meridian Wellbeing is a private company limited by guarantee and has no shares capital. Each member's liability in the event of being wound up is not exceeding ten pounds.

Meridian Wellbeing
Notes to the accounts
for the year ended 31 March 2021

13a Restricted - This year

	Balance 01-Apr-20	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governance Cost Shared	Balance **31 March 2021**
	£	**£**	**£**	**£**	**£**	**£**	**£**
Covid 19 Response and Transition Project - LCRF Wave 2	-	9,740	8,070	-	-	1,670	-
Covid 19 Mental Health Digital Hub - NLCF & HM Government	-	48,393	43,789	-	-	4,604	-
Covid 19 Response Project for the Chinese Community - LCRF Wave 3	-	35,782	18,235	14,498	-	3,049	-
Covid 19 Partnership Project Led by Barnet CAB - LCRF Wave 3	-	2,852	2,250		240	362	-
Chinese Wellbeing Services - City Bridge Trust	-	50,700	43,124	1,005	360	6,211	-
Covid 19 Winter Project - LCRF Wave 4	-	9,900	-	-	-	-	9,900
	-	157,367	115,468	15,503	600	15,896	9,900

13b Restricted - Last year

	-	-	-	-	-	-	-

14a Unrestricted - This year

	Balance 01-Apr-20	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governence cost shared	Balance **31 March 2021**
Contract, donations and other income	164,164	324,434	236,183	13,556	10,554	26,315	201,990
Bank deposit interest	8,635	68	-	-	-	-	8,703
Fund raising	-	-	3,000	-	-	-	(3,000)
HMRC - JRS Grant		2,008	-	-	-	-	2,008
	172,799	326,510	239,183	13,556	10,554	26,315	209,701

14b Unrestricted - Last year

Contract, donations and other income	140,807	368,894	275,442	27,709	-	39,902	166,648
Bank deposit interest	8,416	219	-	-	-	-	8,635
Fund raising	-	17	2,500	-	-	1	(2,484)
	149,223	369,130	277,942	27,709	-	39,903	172,799