

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.

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	<u>79,216</u>	<u>597,313</u>	<u>676,529</u>	<u>686,316</u>
Bank deposit interest		-	8,070	8,070	4,845
		<u>79,216</u>	<u>605,383</u>	<u>684,599</u>	<u>691,161</u>
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 beneficiaries	5b&5c	82,423	490,400	572,823	589,615
Governance costs	6	<u>11,543</u>	<u>73,371</u>	<u>84,914</u>	<u>62,462</u>
		<u>93,966</u>	<u>566,771</u>	<u>660,737</u>	<u>655,077</u>
EXCESS OF INCOME OVER OUTGOINGS		(14,750)	38,612	23,862	36,084
FUNDS BROUGHT FORWARD		<u>14,750</u>	<u>338,359</u>	<u>353,109</u>	<u>317,025</u>
FUNDS CARRIED FORWARD		<u>-</u>	<u>376,971</u>	<u>376,971</u>	<u>353,109</u>

**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		<u>15,792</u>	<u>31,239</u>
Interest receivable		8,070	4,845
SURPLUS BEFORE TAXATION		<u>23,862</u>	<u>36,084</u>
Taxation	8	-	-
Opening surplus of funds		353,109	317,025
SURPLUS CARRIED FORWARD		<u>376,971</u>	<u>353,109</u>

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		<u>452,377</u>	<u>317,535</u>
		452,916	381,876
Creditors: amounts falling due within one year	11	(83,870)	(37,158)
Net current assets		<u>369,046</u>	<u>344,718</u>
Net assets		<u>376,971</u>	<u>353,109</u>
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		<u>286,971</u>	<u>278,359</u>
		376,971	338,359
		<u>376,971</u>	<u>353,109</u>

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 attributable 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.

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

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.

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

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		<u>22</u>	<u>22</u>
4 INCOME RESOURCES			
	2025	2025	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	<u>-</u>		<u>14,750</u>
		79,216	117,997
Unrestricted			
- Contract, donations and other income	597,313		565,179
- Inflation Pressures Payment - City Bridge Foundation	<u>-</u>		<u>3,140</u>
		597,313	568,319
Fundraising		<u>-</u>	<u>-</u>
		<u><u>676,529</u></u>	<u><u>686,316</u></u>

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	-	-
	<u>3,000</u>	<u>3,000</u>
b Charitable Activities - Restricted		
Staff Costs	50,728	75,106
Support and Project costs	31,695	17,820
	<u>82,423</u>	<u>92,926</u>
Apportionment of Governance Costs	11,543	10,321
	<u>93,966</u>	<u>103,247</u>
c Charitable Activities - Unrestricted		
Staff Costs	467,160	469,246
Support and Project costs	23,240	27,443
	<u>490,400</u>	<u>496,689</u>
Apportionment of Governance Costs	73,371	52,141
	<u>563,771</u>	<u>548,830</u>
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
	<u>84,914</u>	<u>62,462</u>
7 Operating surplus	2025	2024
	£	£
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
	<u>549,710</u>	<u>558,627</u>
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.		

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

9 Tangible fixed assets

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

10 Debtors

	2025 £	2024 £
Accrued income and prepaid expenses	<u>539</u>	<u>64,341</u>

11 Creditors: amounts falling due within one year

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

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	-
	<u>14,750</u>	<u>79,216</u>	<u>50,728</u>	<u>11,703</u>	<u>19,992</u>	<u>11,543</u>	<u>-</u>

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
	<u>-</u>	<u>117,997</u>	<u>75,106</u>	<u>11,962</u>	<u>5,858</u>	<u>10,321</u>	<u>14,750</u>

14a Unrestricted - This year

	Balance 01-Apr-24	Grants & Donations	Staff Costs	Project Costs	Other Costs	Governance 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)
	<u>338,359</u>	<u>605,383</u>	<u>470,160</u>	<u>23,240</u>	<u>-</u>	<u>73,371</u>	<u>376,971</u>

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)
	<u>317,025</u>	<u>573,164</u>	<u>472,246</u>	<u>27,443</u>	<u>-</u>	<u>52,141</u>	<u>338,359</u>