MID AND NORTH ESSEX MIND

England & Wales · Charity number 1064309

Details

Other names	COLCHESTER MIND
Status	Registered
Legal form	Charitable company
Company number	03374820
Registered	1997-09-10
Register	View on the Charity Commission register

Contact

Address	Mid & North East Essex Mind The Constantine Centre 272a Mersea Road Colchester CO2 8QZ
Phone	07854901369
Email	enquiries@mnessexmind.org
Website	www.mnessexmind.org

Activities

Objects: 1.1 The Objects of the Association are, for the public benefit :1.1.1 to promote the preservation of good mental health in particular by enabling and empowering everyone experiencing mental health problems to live with, manage and recover from their condition. 1.1.2 to relieve the needs of people with mental health problems by working to increase the understanding of mental health and mental health problems by gathering and disseminating information and working to raise awareness, promote understanding and challenge stigma and discrimination.

Activities: Colchester Mind provides support, advocacy, advice and information to children and young people with emotional and/or behavioural difficulties, and adults with with mental health issues, across Essex although predominantly in Colchester and Tendring.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** COLCHESTER
- Essex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,347,461	£2,530,744	£2,850,273	77
2024-03-31	£2,749,677	£2,714,010	£3,033,556	90
2023-03-31	£2,759,307	£2,659,375	£2,997,889	97
2022-03-31	£2,904,422	£1,614,825	£2,897,957	85
2021-03-31	£2,005,361	£1,680,520	£2,252,019	65

Trustees

Name	Role	Appointed
Dr Ian Raymond La Touche Beaumont	Chair	2020-09-23
Heather Connery		2025-05-28
Jamie Hopkins		2022-10-19
Jill Purcell		2025-05-28
Louisa Brewster		2017-08-12
Peter Pushman		2018-05-07
Tristan Easey		2024-09-04

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MID AND NORTH ESSEX MIND

England & Wales - Charity number 1064309

Accounts

Registered number: 03374820
Charity number: 1064309

MID AND NORTH ESSEX MIND

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

MID AND NORTH ESSEX MIND
(A Company Limited by Guarantee)

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Charity Detailed Income and Expenditure Account and Summaries	

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2025

Trustees	I Beaumont, Chair P Cheng, Vice Chair P Pushman, Treasurer M Edwards (resigned 13 December 2024) L Brewster M Harrison (resigned 1 April 2025) T Easey (appointed 4 September 2024) J Hopkins J Purcell (appointed 28 May 2025) H Connery (appointed 28 May 2025)
Company registered number	03374820
Charity registered number	1064309
Registered office	The Constantine Centre 272a Mersea Road Colchester Essex CO2 8QZ
Chief executive officer	Ginny Idehen
Independent auditors	Sumer Auditco Limited Statutory Auditor 820 The Crescent Colchester Business Park Colchester Essex CO4 9YQ
Bankers	Barclays Bank plc 9 High Street Colchester Essex CO1 1DA
Solicitors	Fisher Jones Greenwood Newcomen Way Colchester Business Park Colchester Essex CO4 9YA

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their report and the audited financial statements for the year ended 31 March 2025.

OBJECTIVES AND ACTIVITIES

a. Purpose

Our purpose is to promote the preservation of good mental health by enabling and empowering everyone experiencing mental health problems to live with, manage and recover from their condition. And to relieve the needs of people with mental health problems by working to increase the understanding of good mental health and mental health problems and to raise awareness, promote understanding and challenge stigma and discrimination.

Our mission is to listen to our communities and offer compassionate and inclusive mental health services, resources, and practical support to promote wellbeing for everyone.

The trustees review the mission, values and activities of the charity each year having regard to the guidance issued by the Charity Commission on public benefit. This report reflects on what the charity has achieved over the reporting period.

b. Achievements and performance

The charity provides a wide range of support to the people of Mid and North East Essex. We work in partnership with other Minds, the NHS and local Government in our locality, as well as key community organisations, charities and service providers, to reduce health inequalities.

We work with our communities so everyone can understand how to take care of their mental health and get the support they need. We work to develop and embed inclusive, accessible projects and support services that meet local needs. We listen, support and advise, pushing for a better deal for everyone experiencing a mental health issue. We strive to support people of all ages, from young people in schools to older people struggling in isolation.

We provide services for people with mild to moderate mental health issues such as anxiety, stress and depression, as well as those in crisis, who have experienced trauma and who may be living with a long-term mental health condition.

Our work this year was informed and influenced by our leadership team, our colleagues and our lived experience panel (Voices for a Brighter Future) to deliver our three year strategy (2024–2027) ensuring that we continue to improve our offer to our communities.

OBJECTIVES AND ACTIVITIES (continued)

c. Our activities

During 2024/2025 more than 6900 people used the following services of our charity:

North East Essex Crisis Café and Sanctuary provided safe, welcoming spaces for 1922 individuals in North East Essex where people experiencing emotional distress or mental health crisis receive support outside of normal working hours, seven days a week.

Counselling delivered one to one talking therapy to 615 adults and children by counsellors qualified to practice face to face, by phone or on-line.

Mid Essex Sanctuary provides a safe, supportive space where people experiencing emotional distress or mental health crisis can receive support outside of normal working hours 365 days a year. This service supported 2702 people in 2024/25.

Personality Disorder Support for 122 people living with a personality disorder in Mid Essex.

Self Harm Management Toolkit provided guidance and support for individuals working with school-age children and young people under 18 in educational settings. Our workshops were attended by 194 individuals.

STaRS (Support Time and Recovery Service) provided support to 1289 adults living with a mild to moderate mental health problem needing information, advice and practical support to get help from other local services and organisations.

Employment Advice Service supported 683 people living with a mild to moderate mental health problem who needed help with employment issues.

Mental Health Toolkit – The Mental Health Toolkit provides practical resources to help us understand emotional health, its importance, and its connection to physical well-being. The toolkit is designed for everyone, including families, friends, and colleagues, and aims to create emotionally healthy environments. It offers courses on essential topics like emotional health, sleep, and relaxation techniques. 558 people attended our workshops in 2024 / 2025.

Youthful Wellbeing working in partnership with other local Minds, this service offered support to 21 young adults aged 18-25 who were experiencing mental health problems.

Welcome cafes across Mid and North East Essex provide a warm, safe space where people can enjoy a coffee or tea and chat, play some games or try our arts & crafts or just relax and make new friends. They welcomed 112 people in 2024/25 Chelmsford (36) and North East Essex (76).

Enquiries More than 3000 people visit our website each month, up 96% on last year.

Accredited Organisation

Mid and North East Essex are fully accredited:

- BACP (British Association for Counselling and Psychotherapy)
- Mindful Employer
- Cyber Security Essentials
- Data Security and Protection Toolkit (NHS)
- Mind Quality Mark

OBJECTIVES AND ACTIVITIES (continued)

Mid and North East Essex Mind is one of more than one hundred local Minds accredited by Mind, a national charity committed to campaigning for promoting better mental health of people in England and Wales.

ACHIEVEMENTS AND PERFORMANCE

a. Financial review

The financial year 2024/2025 was a challenging year for the charity and we ended the year with a deficit of £183,283.

Our income fell from £2,749,677 to £2,347,461 following the expiry of two major contracts. During the year we were awarded a new contract to open new Sanctuary services in Colchester and Clacton Essex from October following the closure of our Crisis Cafes.

Net assets decreased slightly to £2,850,273. Property and equipment accounted for £641,943 of this; with £219,485 being held in restricted funds and £1,150,000 designated for future spend. This leaves us with free reserves of £838,845 equivalent to more than three months' expenditure.

b. Sources of funding

In 2024/2025 our major source of charitable activity funding was contract income from the NHS which accounted for 60% of total income. Other income included other service contracts and trading (21%), donations, grants and legacies (15%) and bank interest (4%).

In line with our three-year strategy we will continue to diversify our income streams by investing in our external training offer and our fundraising team to explore opportunities for further grant-funding and support from corporate partners and community giving.

Mid and North East Essex Mind is registered with the Fundraising Regulator.

c. Investment policy

As charity trustees we have overall responsibility for the investment of the charity's reserves in order to secure the best financial return within an acceptable level of risk. The trustees have therefore agreed an investment policy whereby funds are held in interest-bearing cash accounts. Funds equivalent to six months' expenditure must be accessible within three months and a further six months' expenditure must be accessible within six months.

Excess funds not required in the short-term may be invested for up to a maximum of 24 months.

All investments are held in accounts with institutions covered by the Financial Services Compensation Scheme and investments are limited to £85,000 with any one institution or group, unless an institution has a credit rating of at least AA.

d. Reserves

The charity needs financial resources to achieve our chartiable objectives and to deliver our strategy. During the year the trustees undertook a review of the level of reserves required in order to:

- protect against the risk of an unforeseen emergency or other unexpected need for funds, e.g. an unexpected large bill or finding 'seed-funding' for an urgent project
- cover unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term sick absence
- provide a source of income in the case of funding not being renewed or being lower than anticipated
- invest in new services and opportunities to meet local need
- deliver planned commitments that cannot be met by future income alone, such as plans for a major asset purchase or to a significant project that requires the charity to provide 'matched funding'
- meet short-term deficits in in cash flow where money may need to be spent before a funding grant is received
- enable the charity to wind down and cease trading in an orderly manner should we lose contracts and have insufficient income to continue as a going concern.

Following the trustees review, transfers have been made between unrestricted reserves and designated funds (see note 18).

The charity will maintain unrestricted reserves equal to meet these demands and this will be re-calculated annually (Contingency Fund). Separate provision is made for any property or equipment leases.

The charity will hold further unrestricted reserves to maintain and replace property and fixed assets as they wear out (Building Maintenance and Renewals).

We have exciting plans for the future to grow and develop as a charity. The trustees have earmarked funds to enable this to happen over the next three years as we deliver the charity's strategic plan. Over this three year period our reserves will reduce and return to the level we need to ensure the ongoing financial stability of the charity.

e. Principal risks and uncertainties

The trustees maintain a risk register, which is regularly reviewed by the Risk and Quality Sub Committee of the Board of Trustees to ensure that the charity understands and manages potential risks and complies with regulatory and statutory requirements. The charity has in place a risk framework to mitigate significant risks through measures which include:

- robust system of internal control
- suite of policies and procedures, supplemented by staff training
- external review (Mind Quality Mark and Mindful Employer)
- comprehensive insurance package.

The three principal risks facing the charity are loss of income due to the financial pressures on our funders and donors in this period of economic certainty, loss or unauthorised access to personal data by third parties and continuity of staffing to ensure we are can continue to deliver consistent high-quality services.

f. Going concern

The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resources and we believe the charity is able to manage its business risks successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. Therefore, we continue to adopt the going concern basis of accounting in preparing the annual financial statements.

g. Plans for the future

We have identified that to move forward and grow as a charity we need to develop in four areas to transform our organisation and work towards our organisational vision for the future.

Impact on beneficiaries
We should know what impact we are having on our beneficiaries and communities. We need to listen to our communities, our colleagues, and our lived experience panel to understand what and how we should be providing education and support to improve mental health. We need to use the information that we gather to ensure that we are a positive enabler for demonstrable improvement in mental health for our beneficiaries.

Growing our people
We want to move towards a culture of support, innovation and excellence and involve our colleagues, volunteers, and Voices for a Brighter Future members in this change. We want to make sure that as we transform, our teams are exploring new ways of supporting our communities, staying resilient and are high performing.

Sustainable finance
We need to ensure that as we change, develop, add new services, and make decisions about current services, we are moving towards a greater diversification in our income (85% commissioned services) and that we become operationally break even during the period of our three-year strategy with sensible and planned spending of our reserves.

Building our Eco System
We want to be an integral part of the Mental Health eco-system in Mid and North East Essex. We want to be enablers, partners, and collaborators to improve the wider system in our area. We want to ensure that gaps are plugged, and that the environment is conducive for innovative partnership working for the benefit of our communities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

Mid and North East Essex Mind is a charitable company limited by guarantee, incorporated on 16 May 1997 and registered as a charity on 10 September 1997.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

b. Appointment of trustees

All trustees give their time voluntarily and receive no benefits from the charity. Expenses of £387 (2023/24 - £ 110) were reclaimed from the charity.

Trustees are recruited through a rigorous process of advertisement, shortlisting and interview. All trustee appointments are ratified by the full board. New trustees have a period of induction and attend a number of board meetings as an observer before being elected to the board.

c. Governance

The charity's Board of Trustees meets four times a year, with additional meetings as required. The board is responsible for strategic direction, for ensuring proper governance of the charity's activities and risk management.

A paid CEO is appointed by the trustees to manage the day-to-day operations of the charity in line with a formal Scheme of Delegation.

d. Remuneration

The CEO's remuneration is set by the Board of Trustees. All roles at the charity are consistently evaluated and remuneration is determined through comparison against similar roles in the sector and local area. This ensures that all staff, including the senior leadership team, are paid at the appropriate level for their role.

e. Related parties and relationships with other organisations

Partnership working is an essential element of all the work that Mid and North East Essex Mind provides across the locality and allows for a better way of delivering high quality services.

It is essential to know and understand potential partners when considering any form of partnership. After identifying an organisation to work with on the delivery of a project or service, we carry out due diligence to ensure that both parties are a good match and share the same overall vision and values.

f. Equality, diversity and inclusion (EDI)

Mid and North East Essex Mind is committed to providing high quality mental health care within a safe environment by appropriately qualified and competent staff. We aim to ensure that all staff act in a fair and consistent manner.

All employees are encouraged to develop their skills and fulfil their potential to take advantage of training, development and progression opportunities in Mid and North East Essex Mind. Selection for employment, promotion and training is based on aptitude and ability. Mid and North East Essex Mind is committed to treating all its employees and job applicants equally and to recruit the best person for each vacancy.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

No employee or potential employee shall receive less favourable treatment or consideration during recruitment and selection on the ground of race, colour, religion or belief, nationality, ethnic origin, sexual orientation, gender, age, disability, marital status or part-time status or will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds.

We have an EDI Steering Group to looking at how we can improve diversity across our organisation and the services we deliver.

g. Sustainability

The charity is committed to supporting the environment and minimising the impact we have on our surroundings and local communities. We are on a journey of continuous improvement and acknowledge that more can be done to further reduce the impact that we have on the environment.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

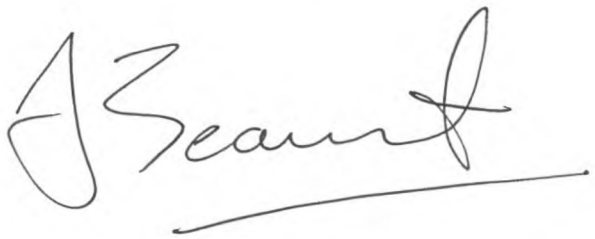
Auditors

The auditors, Sumer Auditco Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Small Companies note

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees on 3rd September 2025 and signed on their behalf by:



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MID AND NORTH ESSEX MIND

Opinion

We have audited the financial statements of Mid and North Essex Mind (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MID AND NORTH ESSEX MIND (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MID AND NORTH ESSEX MIND (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Trustees (as required by auditing standards), inspection of the Charitable Company's regulatory and legal correspondence and discussed with the Trustees the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charitable Company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, distributable profits legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charitable Company is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: health and safety, safeguarding, employment law, Mind Quality Mark, BACP, The Equality Act 2010 and GDPR. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: enquiries of management and those charged with governance as to whether the Charitable Company complies with such regulations; enquiries of management and those charged with governance concerning any actual or potential litigation or claims, inspection of relevant legal documentation, review of board minutes, testing the appropriateness of journal entries and the performance of analytical review to identify any unexpected movements in account balances which may be indicative of fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Piers Harrison

Piers Harrison FCA (Senior Statutory Auditor)
for and on behalf of
Sumer Auditco Limited
Statutory Auditor
820 The Crescent
Colchester Business Park
Colchester
Essex
CO4 9YQ

Date: 11 September 2025

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	**244,335**	**78,133**	**322,468**	129,185
Charitable activities	5	**1,842,401**	**45,922**	**1,888,323**	2,483,831
Investments	6	**94,493**	**-**	**94,493**	114,414
Other trading activities	7	**42,177**	**-**	**42,177**	22,247
Total income		**2,223,406**	**124,055**	**2,347,461**	2,749,677
Expenditure on:					
Charitable activities		**2,402,042**	**128,702**	**2,530,744**	2,714,010
Total expenditure		**2,402,042**	**128,702**	**2,530,744**	2,714,010
Net movement in funds		**(178,636)**	**(4,647)**	**(183,283)**	35,667
Reconciliation of funds:					
Total funds brought forward		**2,809,424**	**224,132**	**3,033,556**	2,997,889
Net movement in funds		**(178,636)**	**(4,647)**	**(183,283)**	35,667
Total funds carried forward		**2,630,788**	**219,485**	**2,850,273**	3,033,556

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 17 to 35 form part of these financial statements.

MID AND NORTH ESSEX MIND
(A Company Limited by Guarantee)
REGISTERED NUMBER: 03374820

BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	14		**641,943**		646,324
			641,943		646,324
Current assets					
Debtors	15	**413,005**		159,948	
Short term deposits		**1,799,775**		2,152,604	
Cash at bank and in hand		**140,179**		243,369	
		2,352,959		2,555,921	
Creditors: amounts falling due within one year	16	**(144,629)**		(167,771)	
Net current assets			**2,208,330**		2,388,150
Total assets less current liabilities			**2,850,273**		3,034,474
Defined benefit pension scheme asset / liability			**-**		(918)
Total net assets			**2,850,273**		3,033,556
Charity funds					
Restricted funds	18		**219,485**		224,132
Unrestricted funds	18		**2,630,788**		2,809,424
Total funds			**2,850,273**		3,033,556

The financial statements were approved and authorised for issue by the Trustees on 3rd September 2025 and signed on their behalf by:

The notes on pages 17 to 35 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash (used in)/generated from operating activities (see note 23)	**(531,185)**	(425,618)
Cash flows from investing activities		
Purchase of tangible fixed assets	**(7,560)**	(3,632)
Short term deposits	**352,829**	(901,268)
Interest received	**94,493**	114,414
Interest paid	**(3,912)**	(6,476)
Net cash provided by/(used in) investing activities	**435,850**	**(796,962)**
Cash flows from financing activities		
Loan repayments	**(7,855)**	(30,493)
Net cash used in financing activities	**(7,855)**	**(30,493)**
Change in cash and cash equivalents in the year	**(103,190)**	**(1,253,073)**
Cash and cash equivalents at the beginning of the year	**243,369**	1,496,442
Cash and cash equivalents at the end of the year	**140,179**	243,369

The notes on pages 17 to 35 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. General information

Mid and North Essex Mind is a charitable company limited by guarantee, incorporated in England and Wales, registered company number 03374820 and registered Charity number 1064309. The address of the registered office is The Constantine Centre, 272a Mersea Road, Colchester, Essex, CO2 8QZ.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mid and North Essex Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

After reviewing the charitable company's forecasts and projections, together with all known factors, the Trustees have a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future. The entity therefore continues to adopt the going concern basis in preparing its financial statements.

2.3 Income

All income is recognised once the Charitable Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charitable Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charitable Company, can be reliably measured.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2. Accounting policies (continued)

2.3 Income (continued)

Income is deferred only when the charitable company has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Other income is recognised in the period in which it is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charitable Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charitable Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.7 Pensions

The Charitable Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charitable Company to the fund in respect of the year.

The Charitable Company participated in a defined benefits pension scheme until they left the scheme during the 24/25 financial year.

2. Accounting policies (continued)

2.8 Taxation

The Charitable Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charitable Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.9 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	-	2% straight line
Equipment	-	33% straight line

2.10 Debtors

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

2.11 Cash at bank and in hand

Cash at bank and in hand represents cash available on demand. Deposits with a maturity of less than one year held for investment purposes rather than to meet short-term cash commitments have been disclosed as short-term deposits.

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2. Accounting policies (continued)

2.13 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Fund accounting

Unrestricted funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charitable Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charitable Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The more significant judgements and estimates involved in the preparation of the financial statements include assessing the depreciation rates applicable to tangible fixed assets and the way in which certain costs should be apportioned. Further details regarding these points are included within the accounting policies.

4. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Donations	88,066	-	**88,066**
Legacies	154,103	-	**154,103**
Grants	2,166	78,133	**80,299**
	244,335	78,133	**322,468**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations	110,195	6,000	116,195
Grants	3,000	9,990	12,990
	113,195	15,990	129,185

5. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Counselling	334,510	-	**334,510**
STaRs (Support Time and Recovery Service)	349,094	-	**349,094**
Crisis Cafe's	227,749	-	**227,749**
Self Harm Toolkit	-	45,922	**45,922**
North East Essex Sanctuary	265,243	-	**265,243**
Mid Essex Sanctuary	389,531	-	**389,531**
Youthfull Wellbeing	29,728	-	**29,728**
Employment Advisors	229,921	-	**229,921**
Equity and Lived Experience Fund	10,000	-	**10,000**
Other charitable activities	6,625	-	**6,625**
	1,842,401	45,922	**1,888,323**

5. Income from charitable activities (continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Counselling	296,919	-	296,919
STaRs (Support Time and Recovery Service)	361,404	-	361,404
Futures in Mind	127,833	-	127,833
Crisis Cafe's	379,368	-	379,368
Self Harm Toolkit	-	44,940	44,940
MHST (Mental Health Schools Team)	836,436	-	836,436
Mid Essex Sanctuary	337,914	-	337,914
Youthfull Wellbeing	42,613	-	42,613
Employment Advisors	27,527	-	27,527
Other charitable activities	28,877	-	28,877
	2,438,891	44,940	2,483,831

Income from charitable activities is derived from the provision of services by the charity. The nature of these services is as described in the Trustees' Report.

6. Investment income

	Unrestricted funds 2025 £	**Total funds 2025 £**
Bank interest receivable	94,493	**94,493**

	Unrestricted funds 2024 £	Total funds 2024 £
Bank interest receivable	114,414	114,414

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

7. Other incoming resources

	Unrestricted funds 2025 £	Total funds 2025 £
Events and Sponsorship	42,177	**42,177**

	Unrestricted funds 2024 £	Total funds 2024 £
Events and Sponsorship	22,247	22,247

8. Raising funds

	2025 £	2024 £
Event costs	**21,240**	16,764
	21,240	16,764

9. Charitable activities costs

	Direct costs 2025 £	Support costs 2025 £	Total 2025 £
Staff costs	1,314,324	505,303	**1,819,627**
Premises (including depreciation)	94,168	27,346	**121,514**
General office	33,036	63,831	**96,867**
Finance costs	648	2,925	**3,573**
Auditor's remuneration (Governance costs)	-	12,700	**12,700**
Accountancy fees (Governance costs)	-	795	**795**
Other costs	212,858	241,570	**454,428**
	1,655,034	854,470	**2,509,504**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

	Direct costs 2024 £	Support costs 2024 £	Total 2024 £
Staff costs	1,655,133	473,751	2,128,884
Premises (including depreciation)	67,393	29,548	96,941
General office	30,422	42,894	73,316
Finance costs	298	6,167	6,465
Auditor's remuneration (Governance costs)	-	12,000	12,000
Accountancy fees (Governance costs)	-	11,790	11,790
Other costs	161,470	206,380	367,850
	1,914,716	782,530	2,697,246

10. Net income/(expenditure)

	2025 £	2024 £
Depreciation	**11,941**	22,674
Auditors' remuneration	**12,700**	12,000
Operating lease expenditure	**26,032**	2,572

11. Auditors' remuneration

	2025 £	2024 £
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	**12,700**	12,000
Fees payable to the Charitable Company's auditor in respect of:		
All non-audit services not included above	**795**	750

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £387 were reimbursed or paid directly to 2 Trustees (2024 - £110 to 1 Trustee). These reimbursements were in relation to travel expenses.

13. Staff costs

	2025 £	2024 £
Wages and salaries	**1,631,841**	1,912,562
Social security costs	**124,329**	149,296
Pension costs	**65,035**	69,788
	1,821,205	2,131,646

Included within wages and salaries is a settlement payment of £22,979 (2024: £Nil).

The average number of persons employed by the Charitable Company during the year was as follows:

	2025 No.	2024 No.
Employees	**77**	90

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	**1**	-

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charitable company. The total remuneration paid to key management personnel for services provided to the charitable company was £283,946 (2024: £308,052).

14. Tangible fixed assets

	Freehold land and buildings £	Equipment £	Total £
Cost or valuation			
At 1 April 2024	**717,515**	**118,514**	**836,029**
Additions	**-**	**7,560**	**7,560**
At 31 March 2025	**717,515**	**126,074**	**843,589**
Depreciation			
At 1 April 2024	**75,743**	**113,962**	**189,705**
Charge for the year	**7,950**	**3,991**	**11,941**
At 31 March 2025	**83,693**	**117,953**	**201,646**
Net book value			
At 31 March 2025	**633,822**	**8,121**	**641,943**
At 31 March 2024	641,772	4,552	646,324

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	**191,878**	61,306
Other debtors	**7,728**	-
Prepayments and accrued income	**213,399**	98,642
	413,005	159,948

16. Creditors: Amounts falling due within one year

	2025 £	2024 £
Bank loans	-	7,855
Trade creditors	**59,082**	49,694
Other taxation and social security	**29,479**	24,646
Other creditors	**12,042**	241
Accruals and deferred income	**44,026**	85,335
	144,629	167,771

17. Loans

The bank loan comprises of a commercial mortgage from the bank. The interest rate on the mortgage is a fixed rate of 5.68% per annum. The loan is secured against the Mersea Road property.

During the year, the commerical mortgage loan was paid off in full and therefore no remaining creditor balance is included within the accounts.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
Designated funds					
Designated fund - Contingency fund	**1,067,500**	**-**	**-**	**(347,500)**	**720,000**
Designated fund - Buildings maintenance and equipment renewals	**600,000**	**-**	**-**	**(350,000)**	**250,000**
Designated fund - Fixed assets	**646,324**	-	-	**(4,381)**	**641,943**
Designated fund - Organisational Development	**286,000**	**-**	**-**	**(106,000)**	**180,000**
	2,599,824	**-**	**-**	**(807,881)**	**1,791,943**
General funds					
General fund	**209,600**	**2,223,406**	**(2,402,042)**	**807,881**	**838,845**
Total Unrestricted funds	**2,809,424**	**2,223,406**	**(2,402,042)**	**-**	**2,630,788**

18. Statement of funds (continued)

Restricted funds					
NHS ASD Project	**133,000**	**-**	**-**	**-**	**133,000**
Suicide Awareness training	**23,945**	**-**	**(14,949)**	**-**	**8,996**
Self-Harm Toolkit	**64,421**	**45,922**	**(32,854)**	**-**	**77,489**
Dual Diagnosis Anonymous	**-**	**5,000**	**(5,000)**	**-**	**-**
Hyperlocal Fund	**2,766**	**-**	**(2,766)**	**-**	**-**
Welcome Cafe	**-**	**5,000**	**(5,000)**	**-**	**-**
Personality Disorder Service	**-**	**12,000**	**(12,000)**	**-**	**-**
Mental Health Toolkit Training	**-**	**25,219**	**(25,219)**	**-**	**-**
Counselling for Children and Young People	**-**	**29,914**	**(29,914)**	**-**	**-**
Time to Talk Day	**-**	**1,000**	**(1,000)**	**-**	**-**
	224,132	**124,055**	**(128,702)**	**-**	**219,485**
Total of funds	**3,033,556**	**2,347,461**	**(2,530,744)**	**-**	**2,850,273**

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Designated fund - Contingency fund	612,000	-	-	455,500	1,067,500
Designated fund - Buildings maintenance and equipment renewals	150,000	-	-	450,000	600,000
Designated fund - Fixed assets	665,366	-	-	(19,042)	646,324
Designated fund - Organisational Development	-	-	-	286,000	286,000
	1,427,366	-	-	1,172,458	2,599,824
General funds					
General fund	1,327,688	2,688,747	(2,675,967)	(1,130,868)	209,600
Total Unrestricted funds	2,755,054	2,688,747	(2,675,967)	41,590	2,809,424
Restricted funds					
NHS ASD Project	133,000	-	-	-	133,000
Suicide Awareness training	23,284	6,000	(5,339)	-	23,945
Self-Harm Toolkit	86,551	44,940	(25,480)	(41,590)	64,421
Hyperlocal Fund	-	9,990	(7,224)	-	2,766
	242,835	60,930	(38,043)	(41,590)	224,132
Total of funds	2,997,889	2,749,677	(2,714,010)	-	3,033,556

18. Statement of funds (continued)

As detailed in the Trustes report, the trustees reviewed the designated funds in the year and calculated the updated value of funds to be designated. The trustees have transfered reserves to the designated funds for the following purposes:

Contingency fund
The fund represents unrestricted reserves equal to meet the charities demands and this will be re-calculated annually.

Organisational development
This represents funds which have been designated to invest for growth and service development to return to break-even and deliver the charity's strategic plan.

Building Maintenance and Equipment Renewals
The charity has designated these reserves to maintain and replace property and fixed assets as they wear out.

Restricted fund - NHS ASD Project
This fund relates to grant income to be used solely for the purpose of delivering early intervention and support to Young people aged 16-19 in North East Essex who are not in education, employment or training.

Restricted fund - Suicide Awareness
This fund is currently holding donations for a GP Suicide awareness training project.

Restricted fund - Self-Harm Toolkit
The fund relates to a contract to support the maintenance and roll out of a 'self-harm management toolkit' in schools in mid Essex. There has been a £41,590 transfer in the prior year from this restricted reserve into general reserves in relation to a transfer which was a designation rather than a restriction.

Restricted fund - Hyperlocal
To deliver Mental Health Awareness and Suicide Awareness Training in the Community.

Restricted fund - Youthful Wellbeing
A co-produced personalised care service inclusive of shared decision making, personalised care & support and personal health budget (PHB) opportunities with/for young people aged 18-25 experiencing mental health problems.

Restricted fund - Welcome Café
Funding from CVST (Tendring) to run our Welcome Café in Clacton.

Restricted fund - Personality Disorder Service
Funding from Braintree District Council and the Fowler, Smith & Jones Trust to support our new Personality Disorder service.

Restricted fund - Mental Health Toolkit Training
Funding to deliver Mental Health Toolkit training to individuals and businesses across Mid and North East Essex.

Restricted fund - Counselling for Children and Young People
Funding to deliver counselling sessions to children and young people in Essex schools.

18. Statement of funds (continued)

Restricted fund - Time to Talk Day
Funding from national Mind for Time to Talk Day

Restricted fund - Dual Diagnosis Anonymous
Set up weekly Dual Diagnosis Anonymous meetings in a local community setting to create a recovery community network with access to clear referral pathways to other support services if required.

19. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Designated funds	**2,599,824**	**-**	**-**	**(807,881)**	**1,791,943**
General funds	**209,600**	**2,223,406**	**(2,402,042)**	**807,881**	**838,845**
Restricted funds	**224,132**	**124,055**	**(128,702)**	**-**	**219,485**
	3,033,556	**2,347,461**	**(2,530,744)**	-	**2,850,273**

Summary of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Designated funds	1,427,366	-	-	1,172,458	2,599,824
General funds	1,327,688	2,688,747	(2,675,967)	(1,130,868)	209,600
Restricted funds	242,835	60,930	(38,043)	(41,590)	224,132
	2,997,889	2,749,677	(2,714,010)	-	3,033,556

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	641,943	-	**641,943**
Current assets	2,133,474	219,485	**2,352,959**
Creditors due within one year	(144,629)	-	**(144,629)**
Total	2,630,788	219,485	**2,850,273**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	646,324	-	646,324
Current assets	2,331,789	224,132	2,555,921
Creditors due within one year	(167,771)	-	(167,771)
Provisions for liabilities and charges	(918)	-	(918)
Total	2,809,424	224,132	3,033,556

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

21. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(183,283)**	**35,667**
Adjustments for:		
Depreciation charges	**11,941**	22,674
Interest received	**(94,493)**	(114,414)
Interest paid	**3,912**	6,476
Movement on provisions	**(918)**	(1,047)
Increase in debtors	**(102,144)**	(46,276)
(Decrease)/increase in creditors	**(24,792)**	(328,698)
Net cash (used in)/generated from operating activities	**(389,777)**	(425,618)

22. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	**140,179**	243,369
Total cash and cash equivalents	**140,179**	243,369

23. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**243,369**	**(103,190)**	**140,179**
Debt due within 1 year	**(7,855)**	**7,855**	**-**
Liquid investments	**2,152,604**	**(352,829)**	**1,799,775**
	2,388,118	**(448,164)**	**1,939,954**

24. TPT Retirement Solutions - The Growth Plan

The company participated in the multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The Charity departed the scheme during the 2024/25 financial year, settling debt amounting to £10,797.

25. Operating lease commitments

At 31 March 2025 the Charitable Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than 1 year	**12,352**	26,032
Later than 1 year and not later than 5 years	**2,783**	15,135
	15,135	41,167

26. Related party transactions

During the year, an affiliation fee of £2,064 (2024: £1,375) was paid to MIND. There were no amounts remaining due at the year end date.

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2025 £	2024 £	2024 £
Income				
Donations	**88,066**		116,195	
Grants	**80,299**		12,990	
Other income from charitable activities	**1,888,323**		2,483,831	
Bank interest receivable	**94,493**		114,414	
Fundraising	**42,177**		22,247	
Legacies	**154,103**		-	
Total income in the reporting period		**2,347,461**		2,749,677
Expenditure				
Charitable activities				
Wages	**1,195,624**		1,485,758	
National insurance	**84,264**		118,260	
Pensions	**34,490**		51,116	
Rent, rates and insurance	**83,672**		62,996	
Light and heat	**1,875**		2,594	
Postage, stationery and telephone	**4,203**		4,814	
Repairs and maintenance	**27,354**		18,263	
Software and licences	**26,838**		23,145	
Travel and subsistence	**10,702**		19,091	
Training	**10,810**		29,222	
Legal and professional	**69,292**		54,622	
Printing and publications	**4,735**		5,603	
Bank charges	**648**		298	
Sundry expenses and consumables	**13,187**		1,772	
Advertising and recruitment	**6,154**		3,389	
Counsellors' fees	**28,105**		20,323	
Hire	**1,711**		10,903	
Depreciation of tangible fixed assets	**2,079**		2,547	
Insurance	**152**		-	
Consultancy	**49,139**		-	
		1,655,034		1,914,716
Support costs				
Wages	**434,639**		424,043	
National insurance	**40,064**		31,035	
Pensions	**30,545**		18,673	
Mortgage interest	**61**		1,329	

INCOME AND EXPENDITURE ACCOUNT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2025 £	2024 £	2024 £
Postage, stationery and telephone	**33,267**		34,957	
Repairs and maintenance	**28,007**		(468)	
Travel and subsistence	**3,732**		4,406	
Training	**16,855**		10,177	
Legal and professional fees	**138,691**		122,823	
Bank charges	**99**		347	
Sundry expenses and consumables	**5,111**		10,265	
Advertising and recruitment	**15,382**		11,688	
Other hire	**2,789**		3,466	
Rent, rates and insurance	**17,092**		14,719	
Light and heat	**9,871**		13,520	
Software and licences	**53,058**		36,860	
Depreciation of tangible fixed assets	**9,862**		20,127	
Auditors' remuneration	**12,700**		15,120	
Audit and accountancy fees	**795**		8,670	
Printing	**-**		773	
Consultancy	**1,850**		-	
		854,470		782,530
Expenditure from raising funds				
Postage, stationery and telephone	**1,713**		1,119	
Repairs and maintenance	**1,442**		2,248	
Software and licences	**-**		(280)	
Travel and subsistence	**2,785**		2,897	
Training	**2,028**		1,794	
Legal and professional fees	**850**		1,258	
Printing and publications	**640**		414	
Bank charges	**339**		11	
Sundry expenses and consumables	**470**		2,252	
Advertising and recruitment	**10,973**		5,051	
		21,240		16,764
Total expenditure		**2,530,744**		**2,714,010**
		-		-
Net (expenditure)/income for the reporting period		**(183,283)**		**35,667**

INCOME AND EXPENDITURE ACCOUNT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

The notes on pages 17 to 35 form part of these financial statements.

MID AND NORTH ESSEX MIND

England & Wales - Charity number 1064309

Accounts

Registered number: 03374820
Charity number: 1064309

MID AND NORTH ESSEX MIND

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

MID AND NORTH ESSEX MIND
(A Company Limited by Guarantee)

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MID AND NORTH ESSEX MIND

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024

Trustees	I Beaumont, Chair P Cheng, Vice Chair P Pushman, Treasurer M Edwards S Barlow (Resigned 20 September 2023) L Brewster D Wordsworth (Resigned 10 May 2023) J Hopkins (appointed 10 May 2023) M Harrison (appointed 22 May 2024)
Company registered number	03374820
Charity registered number	1064309
Registered office	The Constantine Centre 272a Mersea Road Colchester Essex CO2 8QZ
Chief executive officer	Ginny Idehen
Independent auditors	Sumer Auditco Limited Statutory Auditor 820 The Crescent Colchester Business Park Colchester Essex CO4 9YQ
Bankers	Barclays Bank plc 9 High Street Colchester Essex CO1 1DA
Solicitors	Fisher Jones Greenwood Newcomen Way Colchester Business Park Colchester Essex CO4 9YA

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

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

OBJECTIVES AND ACTIVITIES

a. Purpose

Our purpose is to support and empower people experiencing an emotional or mental health condition by building on their personal hopes and aspirations.

We offer hope and support for good mental health so that no-one feels alone and, together with our communities, we want everyone to understand how to take care of their mental health and get the support they need. We listen to our communities and offer compassionate and inclusive mental health services, resources and practical support to promote wellbeing for everyone.

The trustees review the mission, values and activities of the charity each year having regard to the guidance issued by the Charity Commission on public benefit. This report reflects on what the charity has achieved over the reporting period.

b. Achievements and performance

The charity provides a wide range of support to the people of Mid and North East Essex. We work in partnership with other local Minds, NHS and local health services, as well as key community organisations and service providers, to reduce health inequalities.

We work with our communities so everyone can understand how to take care of their mental health and get the support they need. We work to develop and embed inclusive, accessible projects and support services that meet local needs. We listen, support and advise, pushing for a better deal for everyone experiencing a mental health issue. We strive to support people of all ages, from young people in schools to older people struggling in isolation.

We provide counselling and outreach services for people with mild to moderate mental health issues such as anxiety, stress and depression, as well as those in crisis, who have experienced trauma and who may be living with a long-term mental health condition.

Our work this year was informed and influenced by our previous business strategy and by new members of the leadership team that commenced during the course of the year. We recruited a new CEO, Head of Services and Head of Finance in the course of the year and as a result the board has worked closely with the new leadership team, our colleagues and our lived experience panel (Voices for Brighter Futures) to create a new strategy for 2024 – 2027 to ensure we improve what we are offering to our communities.

OBJECTIVES AND ACTIVITIES (continued)

c. Our activities

During 2023/2024 more than 7000 people were referred or self-referred to our charity accessing the following services:

Crisis Café provided a safe, welcoming space in North East Essex where people experiencing emotional distress or mental health crisis can receive support outside of normal working hours, seven days a week for 1151 individuals.

Counselling, one to one talking therapy counsellors provided 2873 sessions for adults and children either face to face, by telephone or on-line.

Futures in Mind, a collaboration between Mid and North East Essex Mind, Phoenix Futures and Mind in West Essex. The service was for people across Essex suffering with mental health or substance misuse issues and we received 275 referrals. Funding ceased for this service on 31 March 2024.

MHST (Mental Health Schools Team) provided 974 sessions across North East Essex, to support Children, young people, parents and staff across primary, secondary and further education settings until 31 December 2023, when the service moved to another provider.

Mid Essex Sanctuary provides a safe, supportive space where people experiencing emotional distress or mental health crisis can receive support outside of normal working hours 365 days a year. This service supported 2162 people in 2023/24.

Personality Disorder Support for 96 people living with a personality disorder in Mid Essex.

Self Harm Management Toolkit provides guidance and support for individuals working with school-age children and young people under 18 in educational settings.

STaRS (Support Time and Recovery Service) provided support to 1095 adults living with a mild to moderate mental health problem needing information, advice and practical support to get help from other local services and organisations.

Mental Health, Suicide Awareness and Mental Health Toolkit training our training courses are delivered face to face and on-line for individuals, groups and employers to help people to understand what to do to take care of themselves and those around them. We delivered Suicide Awareness training to 160 people and Mental Health Awareness and Mental Health Toolkit training to over 200 people .

Youthful Wellbeing working in partnership with other local Minds, this service offered support to 39 young adults aged 18-25 who were experiencing mental health problems.

Accredited Organisation

Mid and North East Essex are fully accredited:

- BACP (British Association for Counselling and Psychotherapy)
- Mindful Employer
- Cyber Security Essentials
- Data Security and Protection Toolkit (NHS)
- ISO 9001:2015
- Mind Quality Mark

OBJECTIVES AND ACTIVITIES (continued)

Mid and North East Essex Mind is one of more than one hundred local Minds accredited by Mind, a national charity committed to campaigning for promoting better mental health of people in England and Wales.

ACHIEVEMENTS AND PERFORMANCE

a. Financial review

2023/2024 was a challenging year for the charity. Following the resignation of the CEO, a new senior leadership team was appointed. Two contracts for services ended and staff moved across to the new providers under TUPE regulations. Income fell for the third year in succession.

The charity invested its reserves in term notice accounts to take advantage of the higher interest rates on offer while increasing expenditure to deliver new services to our beneficiaries in mid and north east Essex.

Overall the charity achieved a small surplus of £35,667 (2023: £99,932). Our net assets increased slightly to £3,033,556 (2023: £2,997,889) of which property accounted for £641,772 (2023: £649,722)

b. Sources of funding

In 2023/ 2024 our major source of funding was contract income from the NHS which accounted for 90% of total income. Significant sourced of other income came from donations (4%) and bank interest (4%). Our three-year strategy aims to diversify our income streams by investing in our external training offer and our fundraising team to explore opportunities for grant-funding, support from corporate partners and community giving. Mid and North East Essex Mind are registered with the Fundraising Regulator.

c. Investment policy

As charity trustees we have overall responsibility for the investment of the charity's reserves in order to secure the best financial return within an acceptable level of risk. The trustees have therefore agreed an investment policy whereby funds are held in interest bearing cash accounts. Funds equivalent to six months' expenditure must be accessible within three months and a further six months' expenditure must be accessible within six months.

Excess funds not required in the short-term may be invested for up to a maximum of 24 months.

All investments are held in accounts with institutions covered by the Financial Services Compensation Scheme and investments are limited to £85,000 with any one institution or group unless an institution has a higher credit rating.

d. Reserves

The charity needs financial resources to achieve our chartiable objectives and to deliver our strategy. During the year the trustees undertook a review of the level of reserves required in order to:

- protect against the risk of an unforeseen emergency or other unexpected need for funds, such as an unexpected large bill or finding 'seed-funding' for an urgent project;
- cover unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term sick absence;
- provide a source of income in the case of funding not being renewed or being lower than anticipated
- invest in new services and opportunities to meet local need;
- deliver planned commitments that cannot be met by future income alone, such as plans for a major asset purchase or for a significant project that requires the charity to provide 'matched funding';
- meet short-term deficits in cash flow where money may need to be spent before a funding grant is received; and
- enable the charity to wind down and cease trading in an orderly manner should we lose contracts and have insufficient income to continue as a going concern.

The charity will maintain unrestricted reserves equal to meet these demands and this will be re-calculated annually (Contingency Fund). Separate provision is made for any property or equipment leases.

The charity will hold further unrestricted reserves to maintain and replace property and fixed assets as they wear out (Building Maintenance and Renewals).

We have exciting plans for the future to grow and develop as a charity. The trustees have earmarked funds to enable this to happen over the next three years as we deliver the charity's strategic plan. Over this three year period our reserves will reduce and return to the level we need to ensure the ongoing financial stability of the charity.

e. Principal risks and uncertainties

The trustees maintain a risk register, which is regularly reviewed by the Risk and Quality Sub Committee of the Board of Trustees to ensure that the charity understands and manages potential risks and complies with regulatory and statutory requirements. The charity has in place a risk framework to mitigate significant risks through measures which include:

- robust system of internal control
- suite of policies and procedures, supplemented by staff training
- external review (ISO 9001, Mind Quality Mark and Mindful Employer)
- comprehensive insurance package.

The three principal risks facing the charity are loss of income due to the financial pressures on our funders and donors in this period of economic certainty, loss or unauthorised access to personal data by third parties and continuity of staffing to ensure we are can continue to deliver consistent high-quality services.

f. Going concern

The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resources and we believe the charity is able to manage its business risks successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. Therefore, we continue to adopt the going concern basis of accounting in preparing the annual financial statements.

g. Plans for the future

We have identified that to move forward and grow as a charity we need to develop in four areas to transform our organisation and work towards our organisational vision for the future.

Impact on beneficiaries
We should know what impact we are having on our beneficiaries and communities. We need to listen to our communities, our colleagues, and our lived experience panel to understand what and how we should be providing education and support to improve mental health. We need to use the information that we gather to ensure that we are a positive enabler for demonstrable improvement in mental health for our beneficiaries.

Growing our people
We want to move towards a culture of support, innovation and excellence and involve our colleagues, volunteers, and Voices for Brighter Futures members in this change. We want to make sure that as we transform our teams are exploring new ways of supporting our communities, staying resilient and are high performing.

Sustainable finance
We need to ensure that as we change, develop, add new services, and make decisions about current services, we are moving towards a greater diversification in our income (85% commissioned services) and that we become operationally break even during the period of this strategy with sensible and planned spending of our reserves.

Building our Eco System
We want to be an integral part of the Mental Health eco-system in Mid and North East Essex. We want to be enablers, partners, and collaborators to improve the wider system in our area. We want to ensure that gaps are plugged, and that the environment is conducive for innovative partnership working for the benefit of our communities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

Mid and North East Essex Mind is a charitable company limited by guarantee, incorporated on 16 May 1997 and registered as a charity on 10 September 1997.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

b. Appointment of trustees

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Trustees are recruited through a rigorous process of advertisement, shortlisting and interview. All trustee appointments are ratified by the full board. New trustees have a period of induction and attend a number of board meetings as an observer before being elected to the board.

c. Governance

The charity's Board of Trustees meets four times a year, with additional meetings as required. The board is responsible for strategic direction, for ensuring proper governance of the charity's activities and risk management.

A paid CEO is appointed by the trustees to manage the day-to-day operations of the charity in line with a formal Scheme of Delegation.

d. Remuneration

The CEO's remuneration is set by the Board of Trustees. All roles at the charity are consistently evaluated and remuneration is determined through comparison against similar roles in the sector and local area. This ensures that all staff, including the senior leadership team, are paid at the appropriate level for their role.

e. Related parties and relationships with other organisations

Partnership working is an essential element of all the work that Mid and North East Essex Mind provides across the locality. It not only allows for a better way of delivering, but also provides the user with an improved experience.

It is essential to know and understand whom we are working with when considering any form of partnership. After identifying a potential partner to work with on the delivery of a project or service, due diligence is carried out to ensure that both parties are a good match and share the same overall vision and values.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

f. Equality, diversity and inclusion (EDI)

Mid and North East Essex Mind is committed to providing high quality mental health care within a safe environment by appropriately qualified and competent staff. We aim to ensure that all staff act in a fair and consistent manner.

All employees are encouraged to develop their skills and fulfil their potential to take advantage of training, development and progression opportunities in Mid and North East Essex Mind. Selection for employment, promotion and training is based on aptitude and ability. Mid and North East Essex Mind is committed to treating all its employees and job applicants equally and to recruit the best person for each vacancy.

No employee or potential employee shall receive less favourable treatment or consideration during recruitment and selection on the ground of race, colour, religion or belief, nationality, ethnic origin, sexual orientation, gender, age, disability, marital status or part-time status or will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds.

We are currently establishing an EDI Steering Group to look at the impact on our team and service delivery

g. Sustainability

The charity is committed to supporting the environment and minimising the impact we have on our surroundings and local communities. We are on a journey of continuous improvement and acknowledge that more can be done to further reduce the impact that we have on the environment.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Sumer Auditco Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Small Companies note

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees on 10/09/2024 and signed on their behalf by:

P Pushman
(Trustee) Peter Pushman
Peter Pushman (Sep 10, 2024 10:33 GMT+1)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MID AND NORTH ESSEX MIND

Opinion

We have audited the financial statements of Mid and North Essex Mind (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MID AND NORTH ESSEX MIND (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MID AND NORTH ESSEX MIND (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Trustees (as required by auditing standards), inspection of the Charitable Company's regulatory and legal correspondence and discussed with the Trustees the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charitable Company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, distributable profits legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charitable Company is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: health and safety, safeguarding, employment law, Mind Quality Mark, ISO 9001:2015, BACP, The Equality Act 2010 and GDPR. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: enquiries of management and those charged with governance as to whether the Charitable Company complies with such regulations; enquiries of management and those charged with governance concerning any actual or potential litigation or claims, inspection of relevant legal documentation, review of board minutes, testing the appropriateness of journal entries and the performance of analytical review to identify any unexpected movements in account balances which may be indicative of fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Sumer Auditco Limited

Timothy O'Connor (Senior Statutory Auditor)
for and on behalf of
Sumer Auditco Limited
Statutory Auditor
820 The Crescent
Colchester Business Park
Colchester
Essex
CO4 9YQ

Date: 11/9/24

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	**113,195**	**15,990**	**129,185**	169,566
Charitable activities	5	**2,438,891**	**44,940**	**2,483,831**	2,581,233
Investments	6	**114,414**	**-**	**114,414**	8,508
Other trading activities	7	**22,247**	**-**	**22,247**	-
Total income		**2,688,747**	**60,930**	**2,749,677**	2,759,307
Expenditure on:					
Raising funds		**16,764**	**-**	**16,764**	-
Charitable activities		**2,659,203**	**38,043**	**2,697,246**	2,659,375
Total expenditure		**2,675,967**	**38,043**	**2,714,010**	2,659,375
Net income		**12,780**	**22,887**	**35,667**	99,932
Transfers between funds	20	**41,590**	**(41,590)**	**-**	-
Net movement in funds		**54,370**	**(18,703)**	**35,667**	99,932
Reconciliation of funds:					
Total funds brought forward		**2,755,054**	**242,835**	**2,997,889**	2,897,957
Net movement in funds		**54,370**	**(18,703)**	**35,667**	99,932
Total funds carried forward		**2,809,424**	**224,132**	**3,033,556**	2,997,889

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 17 to 37 form part of these financial statements.

BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	15		**646,324**		665,366
			646,324		665,366
Current assets					
Debtors	16	**159,948**		113,672	
Short term deposits		**2,152,604**		1,251,336	
Cash at bank and in hand		**243,369**		1,496,442	
		2,555,921		2,861,450	
Creditors: amounts falling due within one year	17	**(167,771)**		(519,040)	
Net current assets			**2,388,150**		2,342,410
Total assets less current liabilities			**3,034,474**		3,007,776
Creditors: amounts falling due after more than one year	18		**-**		(7,922)
Defined benefit pension scheme liability	26		**(918)**		(1,965)
Total net assets			**3,033,556**		2,997,889
Charity funds					
Restricted funds	20		**224,132**		242,835
Unrestricted funds	20		**2,809,424**		2,755,054
Total funds			**3,033,556**		2,997,889

The financial statements were approved and authorised for issue by the Trustees on 10/09/2024 and signed on their behalf by:

Peter Pushman
Peter Pushman (Sep 10, 2024 10:33 GMT+1)

P Pushman
(Trustee)

The notes on pages 17 to 37 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash (used in)/generated from operating activities (see note 23)	**(425,618)**	426,907
Cash flows from investing activities		
Purchase of tangible fixed assets	**(3,632)**	(2,668)
Short term deposits	**(901,268)**	(703,073)
Interest received	**114,414**	8,508
Interest paid	**(6,476)**	(3,052)
Net cash used in investing activities	**(796,962)**	**(700,285)**
Cash flows from financing activities		
Loan repayments	**(30,493)**	(28,770)
Net cash used in financing activities	**(30,493)**	**(28,770)**
Change in cash and cash equivalents in the year	**(1,253,073)**	**(302,148)**
Cash and cash equivalents at the beginning of the year	**1,496,442**	1,798,590
Cash and cash equivalents at the end of the year	**243,369**	1,496,442

The notes on pages 17 to 37 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. General information

Mid and North Essex Mind is a charitable company limited by guarantee, incorporated in England and Wales, registered company number 03374820 and registered Charity number 1064309. The address of the registered office is The Constantine Centre, 272a Mersea Road, Colchester, Essex, CO2 8QZ.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mid and North Essex Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

After reviewing the charitable company's forecasts and projections, together with all known factors, the Trustees have a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future. The entity therefore continues to adopt the going concern basis in preparing its financial statements.

2.3 Income

All income is recognised once the Charitable Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income is deferred only when the charitable company has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Other income is recognised in the period in which it is receivable.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charitable Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charitable Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.7 Pensions

The Charitable Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charitable Company to the fund in respect of the year.

The Charitable Company operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 2 December 2018.

2.8 Taxation

The Charitable Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charitable Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2. Accounting policies (continued)

2.9 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	-	2% straight line
Equipment	-	33% straight line

2.10 Debtors

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

2.11 Cash at bank and in hand

Cash at bank and 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.

2.12 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.13 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Accounting policies (continued)

2.14 Fund accounting

Unrestricted funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charitable Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charitable Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The more significant judgements and estimates involved in the preparation of the financial statements include assessing the depreciation rates applicable to tangible fixed assets and the way in which certain costs should be apportioned. Further details regarding these points are included within the accounting policies.

4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations	110,195	6,000	**116,195**
Grants	3,000	9,990	**12,990**
	113,195	15,990	**129,185**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations	155,054	5,999	161,053
Grants	8,513	-	8,513
	163,567	5,999	169,566

5. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Counselling	296,919	-	**296,919**
STaRs (Support Time and Recovery Service)	361,404	-	**361,404**
Futures in Mind	127,833	-	**127,833**
Crisis Cafe's	379,368	-	**379,368**
Self Harm Toolkit	-	44,940	**44,940**
MHST (Mental Health Schools Team)	836,436	-	**836,436**
Mid Essex Sanctuary	337,914	-	**337,914**
CYP Pathway Link Worker	42,613	-	**42,613**
Employment Advisors	27,527	-	**27,527**
Other charitable activities	28,877	-	**28,877**
	2,438,891	44,940	**2,483,831**

5. Income from charitable activities (continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Counselling	230,879	-	230,879
STaRs (Support Time and Recovery Service)	555,961	-	555,961
Futures in Mind	103,439	-	103,439
Crisis Cafe's	379,526	-	379,526
Self Harm Toolkit	-	44,962	44,962
MHST (Mental Health Schools Team)	932,859	-	932,859
Mid Essex Sanctuary	293,753	-	293,753
Other charitable activities	39,854	-	39,854
	2,536,271	44,962	2,581,233

Income from charitable activities is derived from the provision of services by the charity. The nature of these services is as described in the Trustees' Report.

6. Investment income

	Unrestricted funds 2024 £	**Total funds 2024 £**
Bank interest receivable	114,414	**114,414**

	Unrestricted funds 2023 £	Total funds 2023 £
Bank interest receivable	8,508	8,508

7. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Events and Sponsorship	22,247	**22,247**	-

8. Raising funds

	2024 £	2023 £
Event costs	**16,764**	-
	16,764	-

9. Charitable activities costs

	Direct costs 2024 £	Support costs 2024 £	Total 2024 £
Staff costs	1,655,133	473,751	**2,128,884**
Premises (including depreciation)	67,393	29,548	**96,941**
General office	30,422	42,894	**73,316**
Finance costs	298	6,167	**6,465**
Auditor's remuneration (Governance costs)	-	12,000	**12,000**
Accountancy fees (Governance costs)	-	11,790	**11,790**
Other costs	161,470	206,380	**367,850**
	1,914,716	782,530	**2,697,246**

	Direct costs 2023 £	Support costs (restated) 2023 £	Total 2023 £
Staff costs	1,746,090	327,603	2,073,693
Premises (including depreciation)	93,799	37,458	131,257
General office	8,741	33,904	42,645
Finance costs	-	3,052	3,052
Auditor's remuneration (Governance costs)	-	22,288	22,288
Accountancy fees (Governance costs)	-	11,640	11,640
Other costs	226,770	148,030	374,800
	2,075,400	583,975	2,659,375

10. Net income/(expenditure)

	2024 £	2023 £
Depreciation	**22,674**	31,408
Auditors' remuneration	**12,000**	22,288
Operating lease expenditure	**2,572**	31,790

11. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	**12,000**	21,288
Fees payable to the Charitable Company's auditor in respect of:		
All non-audit services not included above	**750**	1,000

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, expenses totalling £110 were reimbursed or paid directly to 1 Trustee (2023 - £NIL to Trustee). These reimbursements were in relation to travel expenses.

13. Staff costs

	2024 £	2023 £
Wages and salaries	**1,895,798**	1,894,877
Social security costs	**149,296**	151,166
Pension costs	**69,788**	27,650
	2,114,882	2,073,693

Included within wages and salaries is a settlement payment of £Nil (2023: £11,758).

The average number of persons employed by the Charitable Company during the year was as follows:

	2024 No.	2023 No.
Employees	**90**	97

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £70,001 - £80,000	**-**	1

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charitable company. The total remuneration paid to key management personnel for services provided to the charitable company was £308,052 (2023: £183,442).

14. Exceptional items

	2024 £	2023 £
Depreciation adjustment - Mersea Road	**-**	(48,500)

A depreciation adjustment was made in the prior year due to a change in the estimated proportion of the land cost for the property at Mersea Road.

15. Tangible fixed assets

	Freehold land and buildings £	Equipment £	Total £
Cost or valuation			
At 1 April 2023	**717,515**	**114,882**	**832,397**
Additions	**-**	**3,632**	**3,632**
At 31 March 2024	**717,515**	**118,514**	**836,029**
Depreciation			
At 1 April 2023	**67,793**	**99,238**	**167,031**
Charge for the year	**7,950**	**14,724**	**22,674**
At 31 March 2024	**75,743**	**113,962**	**189,705**
Net book value			
At 31 March 2024	**641,772**	**4,552**	**646,324**
At 31 March 2023	649,722	15,644	665,366

16. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**61,306**	56,582
Prepayments and accrued income	**98,642**	57,090
	159,948	113,672

17. Creditors: Amounts falling due within one year

	2024 £	2023 £
Bank loans	**7,855**	30,426
Trade creditors	**49,694**	27,211
Other taxation and social security	**24,646**	32,515
Other creditors	**241**	279,311
Accruals and deferred income	**85,335**	149,577
	167,771	519,040

18. Creditors: Amounts falling due after more than one year

	2024 £	2023 £
Bank loans	**-**	7,922

19. Loans

The bank loan comprises of a commercial mortgage from the bank. The interest rate on the mortgage is a fixed rate of 5.68% per annum. The loan is secured against the Mersea Road property.

Included within amounts due after more than one year is an amount of £Nil (2023: £7,922) in respect of bank loans payable or repayable which fall due for payment after more than one year but less than five years from the reporting date.

20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Designated fund - Contingency fund	612,000	-	-	455,500	1,067,500
Designated fund - Buildings maintenance and equipment renewals	150,000	-	-	450,000	600,000
Designated fund - Fixed assets	665,366	-	-	(19,042)	646,324
Designated fund - Organisational Development	-	-	-	286,000	286,000
	1,427,366	-	-	1,172,458	2,599,824
General funds					
General fund	1,327,688	2,688,747	(2,675,967)	(1,130,868)	209,600
Total Unrestricted funds	2,755,054	2,688,747	(2,675,967)	41,590	2,809,424
Restricted funds					
NHS ASD Project	133,000	-	-	-	133,000
Suicide Awareness training	23,284	6,000	(5,339)	-	23,945
Self-Harm Toolkit	86,551	44,940	(25,480)	(41,590)	64,421
Hyperlocal Fund	-	9,990	(7,224)	-	2,766
	242,835	60,930	(38,043)	(41,590)	224,132
Total of funds	2,997,889	2,749,677	(2,714,010)	-	3,033,556

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Designated fund - Contingency fund	612,000	-	-	-	612,000
Designated fund - Buildings maintenance and equipment renewals	150,000	-	-	-	150,000
Designated fund - Fixed assets	620,251	-	-	45,115	665,366
	1,382,251	-	-	45,115	1,427,366
General funds					
General fund	944,231	2,708,346	(2,651,020)	326,131	1,327,688
Total Unrestricted funds	2,326,482	2,708,346	(2,651,020)	371,246	2,755,054
Restricted funds					
NHS ASD Project	218,284	-	-	(85,284)	133,000
Nature In Mind	6,035	-	-	(6,035)	-
Essex Wide Crisis Cafe	229,623	-	-	(229,623)	-
Suicide Awareness training	25,927	6,000	(8,355)	(288)	23,284
Education Mental Health Practitioner	(27,428)	-	-	27,428	-
Self-Harm Toolkit	-	44,961	-	41,590	86,551
COVID_19 Costs	19,172	-	-	(19,172)	-
ECF - IT Upgrade	25,355	-	-	(25,355)	-
STaRs North Essex (Summer Project)	(500)	-	-	500	-
Colchester Catalyst	22,090	-	-	(22,090)	-
Mental Health Recovery	13,743	-	-	(13,743)	-
Essex Local Delivery Pilot	35,100	-	-	(35,100)	-
Mayoral Charity of the Year	4,074	-	-	(4,074)	-

20. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
	571,475	50,961	(8,355)	(371,246)	242,835
Total of funds	2,897,957	2,759,307	(2,659,375)	-	2,997,889

20. Statement of funds (continued)

In the prior financial year, the charity conducted a comprehensive review of all expenditure incurred on all restricted projects and updated the accounts to show a true reflection of the costs incurred. This review identified that items were incorrectly restricted in the past. Therefore, the trustees are satisfied that £371,246 was to be moved to Unrestricted funds.

The trustees have allocated reserves to the above designated funds for the following purposes:

Contingency fund
The fund represents unrestricted reserves equal to meet the charities demands and this will be re-calculated annually.

Organisational development
This represents funds which have been designated to invest for growth and service development to return to break-even and deliver the charity's strategic plan.

Building Maintenance and Equipment Renewals
The charity has designated these reserves to maintain and replace property and fixed assets as they wear out.

Restricted fund - NHS ASD Project
This fund relates to grant income to be used solely for the purpose of delivering early intervention and support to Young people aged 16-19 in North East Essex who are not in education, employment or training.

Restricted fund - Suicide Awareness
This fund is currently holding donations for a GP Suicide awareness training project.

Restricted fund - Self-Harm Toolkit
The fund relates to a contract to support the maintenance and roll out of a 'self-harm management toolkit' in schools in mid Essex. There has been a £41,590 transfer in the current year from this restricted reserve into general reserves in relation to a transfer in the prior period which was a designation rather than a restriction.

Restricted fund - Hyperlocal
To deliver Mental Health Awareness and Suicide Awareness Training in the Community.

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Designated funds	**1,427,366**	**-**	**-**	**1,172,458**	**2,599,824**
General funds	**1,327,688**	**2,688,747**	**(2,675,967)**	**(1,130,868)**	**209,600**
Restricted funds	**242,835**	**60,930**	**(38,043)**	**(41,590)**	**224,132**
	2,997,889	**2,749,677**	**(2,714,010)**	**-**	**3,033,556**

Summary of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Designated funds	1,382,251	-	-	45,115	1,427,366
General funds	944,231	2,708,346	(2,651,020)	326,131	1,327,688
Restricted funds	571,475	50,961	(8,355)	(371,246)	242,835
	2,897,957	2,759,307	(2,659,375)	-	2,997,889

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	646,324	-	**646,324**
Current assets	2,331,789	224,132	**2,555,921**
Creditors due within one year	(167,771)	-	**(167,771)**
Provisions for liabilities and charges	(918)	-	**(918)**
Total	2,809,424	224,132	**3,033,556**

22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	665,366	-	665,366
Current assets	2,618,615	242,835	2,861,450
Creditors due within one year	(519,040)	-	(519,040)
Creditors due in more than one year	(7,922)	-	(7,922)
Provisions for liabilities and charges	(1,965)	-	(1,965)
Total	2,755,054	242,835	2,997,889

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	**35,667**	**99,932**
Adjustments for:		
Depreciation charges	**22,674**	(17,092)
Interest received	**(114,414)**	(8,508)
Interest paid	**6,476**	3,052
Movement on provisions	**(1,047)**	(42,435)
Increase in debtors	**(46,276)**	(8,107)
(Decrease)/increase in creditors	**(328,698)**	400,065
Net cash (used in)/generated from operating activities	**(425,618)**	426,907

24. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**243,369**	1,496,442
Total cash and cash equivalents	**243,369**	1,496,442

25. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	1,496,442	(1,253,073)	243,369
Debt due within 1 year	(30,426)	22,571	(7,855)
Debt due after 1 year	(7,922)	7,922	-
Liquid investments	1,251,336	901,268	2,152,604
	2,709,430	(321,312)	2,388,118

26. TPT Retirement solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

26. TPT Retirement solutions - The Growth Plan (continued)

The discount rates shown below are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

	At 31 March 2024	At 31 March 2023
	%	%
Discount rate	**5.31**	5.52

The amounts recognised in the Statement of Financial Activities are as follows:

	2024	2023
	£	£
Interest cost	**75**	58
Remeasurements – impact of any change in assumptions	**1**	(52)
Total amount recognised in the Statement of Financial Activities	**76**	6

Movements in the present value of the defined benefit obligation were as follows:

	2024
	£
Opening defined benefit obligation	**1,965**
Unwinding of the discount factor (interest expense)	**75**
Losses on curtailments	**(1,123)**
Remeasurements - impact of any change in assumptions	**1**
Closing defined benefit obligation	**918**

26. TPT Retirement solutions - The Growth Plan (continued)

Movements in the fair value of the Charitable Company's share of scheme assets were as follows:

	2024 £
Opening fair value of scheme assets	**42,435**
Contributions by employer	**1,047**
Contributions by scheme participants	**75**
Closing fair value of scheme assets	**43,557**

Deficit contribution schedule

Year ending	31 March 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)
Year 1	936	1123	1123
Year 2		936	1123
Year 3			936

Mid and North Essex Mind are planning to leave the scheme during the 2024/2025 financial year.

27. Operating lease commitments

At 31 March 2024 the Charitable Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	**26,032**	34,860
Later than 1 year and not later than 5 years	**15,135**	33,240
	41,167	68,100

28. Related party transactions

During the year, an affiliation fee of £1,375 (2023: £1,375) was paid to MIND. There were no amounts remaining due at the year end date.

MID AND NORTH ESSEX MIND

England & Wales - Charity number 1064309

Accounts

REGISTERED COMPANY NUMBER: 03374820 (England and Wales)
REGISTERED CHARITY NUMBER: 1064309 (England and Wales)

MID AND NORTH ESSEX MIND
(A COMPANY LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2023

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

MID AND NORTH ESSEX MIND

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FOR THE YEAR ENDED 31 MARCH 2023

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The Trustees present their report and the audited financial statements for the year ended 31 March 2023.

Reference and administrative information set out on page 12 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

OBJECTIVES AND ACTIVITIES

PURPOSES AND AIMS

"To support and empower people experiencing emotional and/or mental health problems to recover, building on their personal hopes and aspirations. We strive to provide a comprehensive community mental health service which meets individual's needs and promotes mental health awareness in our local community."

Our aims are:

- To be a resource for all people in the Colchester, Tendring and Mid Essex areas who identify themselves as experiencing mental and emotional distress and to provide a range of quality services and support to meet local needs.

- To actively engage in charitable campaigning related to local service provision and to seek to raise the profile of mental health issues locally through awareness raising.

- To maintain collaborative working and creative partnerships in the local area with other organisations who have the same philosophy as Mid & North East Essex Mind.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees' Report shows the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the information contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

ACTIVITIES

The charity provides a wide range of support services to people living in Mid and North East Essex. The focus of these services is low level intervention, although we do also deliver clinical services in conjunction with other providers. All of these services were free to access during this financial year aside from the fee-paying counselling service.

The charity holds various contracts from funders across the localities including Suffolk and North East Essex Integrated Care Board, Essex Partnership University NHS Foundation Trust, Mid and South Essex ICB, and receives funding from various grant giving bodies.

Our contract for the Mid Essex STaR service ended on 31 March 2023. Subsequently, we have been successful with our bid to continue the Mid-Essex Sanctuary for a further 3 years, with a potential for a further 2 year extension.

Regrettably, our MHST contract for services in schools, ends at 31 December 2023 and our bid to retain the contract has been unsuccessful.

The services are normally delivered between Monday - Friday each working week. However, we introduced Crisis Cafés which operate out of hours providing support to those in crisis and reducing the pressures on A&E departments. This approach has helped in providing a more robust framework of care and supports the statutory providers in the work they do.

ACHIEVEMENTS AND PERFORMANCE

The charity's main activities and who it tries to help are described below. All its charitable activities focus on supporting the community in relation to mental health and wellbeing and are undertaken to further Mid and North-East Essex Mind's charitable purposes for the public benefit.

SERVICES AND CLIENTS SUPPORTED

An overview of our services and their performance in the year is set out below:

IAPT Counselling

Referrals received	**2022/23**	**2021/22**	**2020/21**	**2019/20**
	280	351	256	360

The number of referrals decreased from the previous year within the service. The team has adapted well to offering more face-to-face work following the pandemic with a good mix between offering digital, telephone and face to face counselling. The service is adjusting well to working under the new contract with EPUT.

STaR (Mid Essex)

Referrals received	**2022/23**	**2021/22**	**2020/21**	**2019/20**
	311	530	344	316

The number of referrals for the year decreased due to the Mid STaR contract ending on March 31 2023 with no referrals accepted after the end of December 2022. The safe closure of the service was planned in conjunction with HPFT and was successfully completed by the end of the contract.

STaR (North Essex)

Referrals received	**2022/23**	**2021/22**	**2020/21**	**2019/20**
	1,081	893	445	558

The number of referrals has increased for North as has the complexity of referrals received. There has also been a reduction in the number of other services available for signposting and support which has also increased demand.

Futures in Mind

Referrals received	**2022/23**	**2021/22**	**2020/21**	**2019/20**
	776	803	271	336

The Futures in Mind service is a collaboration between Phoenix Futures and Mind in West Essex. The service is designed to support those across Essex suffering with either mental health or substance misuse issues.

The welcome café in Clacton continues to have a good attendance each week. The group is supported by one volunteer each week alongside a coordinator. The benefits for those attending the welcome café are to provide weekly peer support that is face to face, creating social communication opportunities which are vital for those otherwise isolated from others during their week.

The welcome café in Manningtree continues to grow and we have had some new attendees in the last quarter.

The Harwich welcome café is currently bi-weekly due to low numbers and low referrals in this area. The coordinator has contacted the Harwich social prescribing team and the EPUT community mental health support team to encourage referrals.

The Brightlingsea welcome group continues to meet bi-weekly, and we have 7 service users - this may soon change to weekly. Brightlingsea is somewhat isolated in its location and does not have a regular bus service to other towns. Many of our service users are reliant on, but face challenges using public transport due to health issues and financial problems.

North Essex Crisis Cafés (Clacton & Colchester)

Referrals received	**2022/23**	**2021/22**	**2020/21**
	1,114	1,151	797

The Crisis Café has continued to see a steady rate of referrals and activity throughout the last few months. We continue to support people through crisis with the aim of offering a safe space for people to get emotional support and help prevent and reduce admissions to A&E and other secondary care mental health services. Many of our referrals also come directly from secondary care, with a good partnership between services to ensure a holistic approach to support is offered.

The community link worker has been working well in their role and has been supporting promotion of the service as well as the team working in the evenings to offer additional practical support to service users.

Mid Essex Sanctuary

Referrals received	**2022/23**	**2021/22**	**2020/21**
	1,773	2,123	669

Referrals for the Sanctuary have been steady. We have recently been informed that we have secured the Sanctuary contract in partnership with Choice Support for a further 3 years. Alongside the emotional support offered by our day and evening support workers, which have received many positive comments from those we support, the Mid Essex Sanctuary also has the benefit of additional practical support offered by our Outreach, Community Link and Substance Misuse Workers. These roles offer additional support to people within Mid Essex whose mental health crisis is impacted by areas that can be assisted through practical support.

With the updated referral pathway, any clinical services within the NHS can make a referral to us and not just via 111. The hope is this will relieve pressures on the crisis teams within the NHS and increase referrals into the service.

Service users continued to share great feedback about the support received from the Sanctuary.

MHST - Tendring

Referrals received	**2022/23**	**2021/22**	**2020/21**
	223	310	291

MHST - Colchester

Referrals received	**2022/23**	**2021/22**
	234	249

2022/23 was a good year for the MHST team, who were nominated for a Pearson's Teaching award and also receiving a certificate of excellence to celebrate our partnership working with Clacton County High School: 'The work of the MIND team has been tireless and completely open. Their remit is about supporting children into success whatever that looks like for them. Their support enhances the lives of children, their families and their aspirations and futures. This school cannot envisage our environment without them'.

Developing the service at CCHSG has been a particular highlight in Colchester, a school that would not normally come up on the radar in terms of deprivation, however, has significant issues with mental health difficulties. We have been able to support over 100 students on an individual basis as well as delivering workshops to all students at the school.

Harwich and Manningtree became a fully qualified team, all passing every assignment first time, with no extensions, which made us unique as a provider in the East of England. They have embedded in their schools effectively and have a thriving programme of whole school approach delivery including coffee mornings, parent and staff consultations, training and workshops. They have recently welcomed new schools into their team and these are already engaging well.

One of the key challenges for the service has been recruitment, this is a national issue and has been the subject of many Community of Practice webinars. Through discussion and the production of a business case suggesting we deviate from being able to employ only EMHPs, we have been allowed to extend the scope of our required qualifications, resulting in us now being almost fully staffed.

The other challenge we can have is managing the needs of the schools, the children and young people and families, whilst remaining within the remit of the service and taking into account the time and resource available. The need for MHSTs in schools is rising and the presentations are becoming ever more complex. Being able to support where we can is challenging at times, but also gives us the opportunity to be creative and use our problem-solving skills.

The MHST contract ends at 31 December 2023. However, it is our intention to develop our own services to support schools and colleges for the wellbeing of their pupils, using the expertise that we have developed.

Fee Paying Counselling/Counselling

The number of referrals remained similar to the previous year, however there were less overall sessions held due to staff shortages, increased cost of living and requests for sessions to be spread out over a longer period of time.

Mental Health Training

We launched our new Mental Health Training programme in October 2022 and held some pilot sessions for corporate partners who have supported us. We have launched with three modules: Managing Mental Health in the Workplace, Mental Health Awareness and Suicide Awareness, in addition to GP Suicide Intervention that we had previously offered.

We undertook paid sessions for Blesma Limbless Veterans Society and Chelmer Housing Partnership and commenced a series of community funded sessions in February and March which were made possible by some funding received from the Tesco Community Grants programme. Between the launch and the end of financial year we trained 200 people with significantly more numbers expected for the new financial year.

STRATEGIC REPORT

FINANCIAL REVIEW

The financial year 2022/23 saw a return to a more normal working approach for our contracts, which all continued through the year, although it continued to be difficult to recruit into our vacant posts. Our contract for the STaRs Mid Essex contract ended on 31 March. However, our bid to retain our contract for the Braintree Sanctuary was successful.

Our Fundraising team increased income from donations from £111,574 to £161,053, reflecting investment in the team.

Our HR team tried different recruitment methods resulting in many of the vacant posts being filled, but we continue to see relatively high staff turnover.

Overall income decreased from £2,904,422 to £2,759,307 mainly due to staff shortages on our ongoing contracts resulting in income being deferred. Expenditure increased by £400,891 to £2,659,375 largely due to increased staff / staff costs to service these contracts and additional investment in Fundraising.

Our net assets decreased slightly to £2,997,889 - still leaving us in a very healthy financial position. The value of our property accounted for £649,722 of this sum.

We have been finalising our strategy for the next 3 years and are able to include some new services, which will initially be funded from our reserves. We therefore expect to see a reduction to our assets in the next financial year.

We closely monitor our finances to ensure we can continue to provide services that will benefit the local community for many years to come.

INVESTMENT POLICY

The Trustees decided to maintain a cautious approach to investments. We continued to look for interest income and to diversify our deposits so that we could take advantage of FSCS protection which is £85,000 per bank.

Utilising Flagstone, a cash investment platform, offering rates from numerous banks, we had £1,251,336 deposited across various banks, most of which were below £85,000, to ensure that we make the most of the FSCS guarantee. We agreed to keep the funds on short term deposits with a maximum of 18 months fixed term. These deposits are regularly reviewed to ensure we always have access to sufficient funds to meet the everyday needs of the organisation.

We continue to look at potential investment opportunities in case we decide to change our policy and seek increased returns.

PRINCIPAL RISKS AND UNCERTAINTIES

The trustees maintain a risk register, which is reviewed by the Senior Management Team and the Trustees to ensure that the charity understands the potential risks. This is achieved by:

- Maintaining the risk register and reviewing at Board level
- Ensuring the correct level of insurance is in place for all functions, including fundraising events
- Establishing internal systems to provide efficient ways of working in line with the ongoing development of our ISO 9001 accreditation

The significant areas that pose major risk are as follows:

- Insufficient skilled staff
- Reputational damage
- Decrease in voluntary income
- Loss of contracts
- Data breach

In order to minimise the above risks, actions have been taken that would reduce the scoring and significant impact. We also have contingency planning for the impact of loss of contracts at their termination dates.

RESERVES POLICY AND GOING CONCERN

The charity needs financial resources to achieve its purposes and must plan for the longer term to ensure continuity. During the year the Trustees undertook a review of the level of reserves required having regard to the following:

- The charity forecasts of expenditure based on planned activity and the analysis of future needs.
- The reliability and volatility of income.
- Funds required for replacing assets.
- The need to cover contingencies and the ability to be able to respond to unexpected events or opportunities.

In line with current thinking, this is based on an assessment of the volatility and certainty of each of the organisation's main income streams; a potential need for unplanned or unexpected expenditure; and the requirement to maintain sufficient working capital to ensure the continuing smooth running of the charity. We continue our policy of holding a minimum amount in unrestricted reserves, equivalent to at least 6 months' operating costs. Based on the forecast for the year to 31.3.24, this is £1,538,659. The balance of unrestricted reserves at 31.3.23 is £2,755,054 of which £1,327,688 is in General Funds and £1,427,366 is set aside in designated funds based on our assessment of potential requirements.

Following a review of our restricted funds, based on the outstanding delivery of contracted commitments, the balance reduced from £571,474 to £242,835.

The Trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resources and they believe the charity is able to manage its business risks successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The Trustees have a reasonable expectation that is has adequate resources to continue in operational existence for the near future. Therefore, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

FUNDRAISING

This year has seen the establishment of a new team structure and setting the foundations and strategy for implementation in 2023-2024.

The Fundraising & Marketing team recruitment commenced as part of the strategy to diversify our income generation. A review of all current activities was undertaken and actions to raise awareness of Mid and North-East Essex Mind across our areas of operation commenced. Events undertaken included Invasion Colchester in September. Our annual Firewalk was undertaken at Writtle University College on World Mental Health Day in October. We had some outstanding event challenge income including Jake Bethell and the group of 17 cyclists who undertook the London to Paris cycle ride in September and raised over £35,000.

Corporate fundraising remained challenging, however, we had several partners who continued to support us with donations. Grant & Trust Income was limited this year, primarily due to operational challenges in delivering new services. One key grant was secured from National Mind to implement a new Lived Experience panel in the ‘23- 2024 financial year.

FUNDRAISING - continued

Community fundraising demonstrated signs of recovery following the Covid 19 pandemic which saw this area impacted considerably. One of the key highlights was the launch of our Mental Health training programme in late 2022. We piloted the training with key corporate partners to gain feedback and then rolled this out to the wider market. Raising awareness of our training programme to support mental health awareness across our communities whilst driving income is a key focus for the team.

An updated marketing strategy was designed, and we ended the financial year launching our new, significantly improved, website.

FUNDRAISING STANDARDS
Mid and North-East Essex Mind are registered with the Fundraising Regulator and works within its code of fundraising practice and data protection laws. All this information can be located on our website, with the aim of reassuring those wishing to donate or fundraise on our behalf.

COMPLAINTS
During the period we received no complaints relating to our fundraising practice or through service delivery. This is the same as the previous two-year period. We view complaints and supported feedback as valuable information that helps shape the fundraising plans on an annual basis.

PLANS FOR THE FUTURE
Significant work has gone into developing the organisation's three-year business plan, which is now moving ahead. The development of the plan included staff feedback, service user comments and the wider community along with other providers. This has led to the charity reviewing many areas of its work, gaps in care/support and how it will manage demand following the pandemic.

Our ambition for Mid & North-East Essex Mind over the next 3-year period is to continue with the services we offer and to develop new services supported by our Fundraising efforts. The first of these, our Personality Disorder Service launched in 2023.

The Charity's vision is as follows:

National Vision (Mind Network)

- **Staying well:** Support people likely to develop mental health problems, to stay well.
- **Empowering choice:** Empower people who experience a mental health problem to make informed choices about how they live and recover.
- **Improving services and support:** Ensure people get the right services and support at the right time to help their recovery and enable them to live with their mental health problems.
- **Enabling social participation:** Open the doors to people with experience of mental health problems participating fully in society.
- **Removing inequality of opportunity:** Gain equality of treatment for people who experience both mental health and other forms of discrimination.
- **Organisational excellence:** Make the most of our assets by building a culture of excellence.

Local Vision (MNE Essex Mind)

- **I Improved experience:** To meet the emotional and physical needs of those experiencing mental health discrimination across both Mid and North East Essex.
- **Increased understanding:** To show empathy towards any person irrelevant of age, suffering from a mental health condition.
- **Access for all:** To promote inclusion to those who access our services into the wider community.
- **Diversity & Equality:** To have understanding of the diverse cultural needs of our community allowing equal access to healthcare services.
- **Collaborative Approaches:** To work in partnership with other agencies, providing a fluid continuity in care.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 16 May 1997 and registered as a charity on 10 September 1997.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

APPOINTMENT OF TRUSTEES

Those wishing to become a Trustee of Mid and North-East Essex Mind, meet in the first instance with the Chair of the Board and the Chief Executive. Should there be a vacant position on the Board and they continue to be interested, they are invited to attend three meetings, which once attended, they must make a decision on becoming a member.

The Board then elects or co-elects Trustees until the Annual General Meeting. One third of all trustees of the charity are then subject to re-confirmation by members of the company each year during this meeting.

TRUSTEE INDUCTION TRAINING

All new Trustees meet with the Chair of the Board and the Chief Executive once officially appointed. In addition, they are offered time with each of the senior managers, to gain a better understanding of the operational side of the organisation.

Each new Trustee is required to complete the skills matrix and attend mandatory training provided by the NCVO and through in-house systems.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

Partnership working is an essential element of all the work that Mid & North East Essex Mind provides across the locality. It not only allows for a better way of delivering, but also provides the user with an improved experience.

It is essential to know and understand whom we are working with when considering any form of partnership. After identifying a potential partner to work with on the delivery of a project/service, an assessment of the partner organisation is completed to ensure that both parties are a good match and share the same overall vision. This considers:

- Vision
- Capacity
- Structure (including general management and governance)
- Financial Management
- Procurement
- People Management
- Project Management

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

All job roles within the charity are job matched and then graded using the most appropriate tools. This ensures that a true and fair pay structure is provided, to attract the best candidates for the role. Benchmarking of all job roles across the charity is conducted periodically to ensure we remain competitive within the sector, whilst managing the challenges of demand for personnel and wage inflation.

The Senior Management Team roles go through the same process and are then presented to the Finance Committee who will make recommendations to the Board of Trustees. This process is now under review and the aim is to introduce a remuneration committee that sits alongside the Finance Committee.

POLICY FOR EMPLOYMENT OF DISABLED PERSONS

Mid and North-East Essex Mind is committed to providing high quality mental health care within a safe environment by appropriately qualified and competent staff. We aim to ensure that all staff act in a fair and consistent manner.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development initiatives and progression opportunities in Mid & North-East Essex Mind. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. Mid & North East Essex Mind is committed to a policy of treating all its employees and job applicants equally and to recruit the best person for each vacancy.

No employee or potential employee shall receive less favourable treatment or consideration during recruitment and selection on the ground of race, colour, religion or belief, nationality, ethnic origin, sexual orientation, gender, age, disability, marital status or part-time status, or will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds.

ENERGY AND CARBON REPORTING

We will continue to strive for low energy costs and will seek alternative ways of powering the buildings that we own. This will involve a review of heating systems to ensure that boilers are energy efficient, windows are of the correct standard and air conditioning units are properly maintained. We will also review the benefits of introducing solar panels to our main site on Mersea Road so that we can become a greener organisation.

We are taking actions to increase our recycling of waste at our sites to 55% within 2 years.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03374820 (England and Wales)

Registered Charity number
1064309

Registered office
The Constantine Centre
272a Mersea Road
Colchester
Essex
C02 8QZ

Trustees
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

I Beaumont	Chair
P Cheng	Vice Chair
P Pushman	Treasurer
M Edwards	
S Barlow	
L Brewster	
D Wordsworth (Resigned 10 May 2023)	
Jamie Hopkins (Appointed 19 October 2022)	

Key management personnel

James McQuiggan (Resigned July 2023)	Chief Executive Officer
Ginny Idehen (Appointed August 2023)	Chief Executive Officer
Kerrie Barker	Service Operations Manager
Duncan McCubbine (Resigned November 2022)	Business Operations Manager
Karen Mitchell	Head of Income Generation
Andrew Davidson (Appointed April 2023)	Head of Finance
Stephanie Vella (Appointed April 2023)	Head of Services
Sarah McGuinness	Clinical Lead

Senior Statutory Auditor
Joanna Pittman

Auditors
Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Bankers
Barclays Bank plc
9 High Street
Colchester
Essex
CO1 1DA

Solicitors
Fisher Jones Greenwood
Newcomen Way
Colchester Business Park
Essex
CO4 9YA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Mid and North Essex Mind for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees (who are also the Directors of Mid and North Essex Mind for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

AUDITORS

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 20 September 2023 and signed on the board's behalf by:

.....
P Pushman - Trustee

Independent auditor's report to the members of Mid and North Essex Mind.

Opinion
We have audited the financial statements of Mid and North Essex Mind (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:
- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Mid and North Essex Mind 's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Compaines Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior Statutory Auditor)
for and on behalf of Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Date: 3 October 2023

MID AND NORTH ESSEX MIND

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	**2023 Total funds £**	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**163,567**	**5,999**	**169,566**	198,496
Other charitable activities	4				
Psychological wellbeing		**1,163,738**	**44,962**	**1,208,700**	1,293,531
Community services		**1,372,533**	**-**	**1,372,533**	1,409,394
Investment income	5	**8,508**	**-**	**8,508**	3,001
Total		**2,708,346**	**50,961**	**2,759,307**	2,904,422
EXPENDITURE ON					
Charitable activities	6				
Charitable activities		**2,651,020**	**8,355**	**2,659,375**	2,258,484
NET INCOME		**57,326**	**42,606**	**99,932**	645,938
Transfers between funds	20	**371,246**	**(371,246)**	**-**	-
Net movement in funds		**428,572**	**(328,640)**	**99,932**	645,938
RECONCILIATION OF FUNDS					
Total funds brought forward		**2,326,482**	**571,475**	**2,897,957**	2,252,019
TOTAL FUNDS CARRIED FORWARD		**2,755,054**	**242,835**	**2,997,889**	2,897,957

The notes form part of these financial statements

MID AND NORTH ESSEX MIND

BALANCE SHEET
31 MARCH 2023

	Notes	**2023** **£**	2022 £
FIXED ASSETS			
Tangible assets	13	**665,366**	645,606
CURRENT ASSETS			
Debtors	14	**113,672**	105,565
Cash at bank and in hand		**1,496,442**	1,798,590
Short term deposits		**1,251,336**	548,263
		2,861,450	2,452,418
CREDITORS			
Amounts falling due within one year	15	**(519,040)**	(117,299)
NET CURRENT ASSETS		**2,342,410**	2,335,119
TOTAL ASSETS LESS CURRENT LIABILITIES		**3,007,776**	2,980,725
CREDITORS			
Amounts falling due after more than one year	16	**(7,922)**	(38,368)
PROVISIONS FOR LIABILITIES	18	**(1,965)**	(44,400)
NET ASSETS		**2,997,889**	2,897,957

The notes form part of these financial statements

BALANCE SHEET - continued
31 MARCH 2023

FUNDS	20		
Unrestricted funds:			
General fund		**1,327,688**	944,231
Designated fund - Contingency fund		**612,000**	612,000
Designated fund - Other		**150,000**	150,000
Designated fund - Fixed assets		**665,366**	620,251
		2,755,054	2,326,482
Restricted funds		**242,835**	571,475
TOTAL FUNDS		**2,997,889**	2,897,957

The financial statements were approved by the Board of Trustees and authorised for issue on 20 September 2023 and were signed on its behalf by:

.....
P Pushman - Trustee

The notes form part of these financial statements

MID AND NORTH ESSEX MIND

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	**2023** **£**	2022 £
Cash flows from operating activities			
Cash generated from operations	1	**426,907**	482,271
Net cash provided by operating activities		**426,907**	482,271
Cash flows from investing activities			
Purchase of tangible fixed assets		**(2,668)**	(1,096)
Short term deposits		**(703,073)**	(274,450)
Interest received		**8,508**	3,001
Interest paid		**(3,052)**	(4,588)
Net cash provided by/(used in) investing activities		**(700,285)**	(277,133)
Cash flows from financing activities			
Loan repayments in year		**(28,770)**	(27,232)
Net cash used in financing activities		**(28,770)**	(27,232)
Change in cash and cash equivalents in the reporting period		**(302,148)**	177,906
Cash and cash equivalents at the beginning of the reporting period		**1,798,590**	1,620,684
Cash and cash equivalents at the end of the reporting period		**1,496,442**	1,798,590

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**99,932**	645,938
Adjustments for:		
Depreciation charges	**(17,092)**	40,784
Interest received	**(8,508)**	(3,001)
Interest paid	**3,052**	4,588
Movement on provisions	**(42,435)**	(44,008)
(Increase)/decrease in debtors	**(8,107)**	5,623
Increase/(decrease) in creditors	**400,065**	(167,653)
Net cash provided by operations	**426,907**	482,271

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22	Cash flow	**At 31.3.23**
	£	£	**£**
Net cash			
Cash at bank and in hand	**1,798,590**	**(302,148)**	**1,496,442**
	1,798,590	**(302,148)**	**1,496,442**
Debt			
Debts falling due within 1 year	**(28,750)**	**(1,676)**	**(30,426)**
Debts falling due after 1 year	**(38,368)**	**30,446**	**(7,922)**
	(67,118)	**28,770**	**(38,348)**
Total	**1,731,472**	**(273,378)**	**1,458,094**

The notes form part of these financial statements

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Constantine Centre, 272a Mersea Road, Colchester, Essex, CO2 8QZ, England.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentational and functional currency of these financial statements is sterling. Values are rounded to the nearest pound.

Public benefit entity
The charity meets the definition of a public benefit entity under FRS 102.

Incoming resources
All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable and entitlement is established.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

2. ACCOUNTING POLICIES - continued

Resources expended
All costs are allocated to expenditure categories reflecting the use of resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold buildings (excluding land)	-	2% on cost
Equipment	-	33% on cost

If an item is deemed to have an estimated useful life of greater than one year it is capitalised and subject to depreciation. Assets purchased for less than £1,000 are expensed directly to the Statement of Financial Activity and are not capitalised. Fixed assets are reviewed on a annual basis for impairment.

Freehold land is not subject to depreciation.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future projects or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Defined contribution plans
The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable under the scheme by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

2. ACCOUNTING POLICIES - continued

Defined benefit plans
The charity operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Judgements and key sources of estimation uncertainty
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value (with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method).

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.

Short term deposits
Short term deposits includes cash balances that are invested in accounts with a maturity date of between 3 and 12 months.

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 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.

Going concern
The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resource and they believe the charity is able to manage its business risk successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that is has adequate resources to continue in operational existence for the near future. Therefore, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

3. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	**161,053**	111,574
Grants	**8,513**	86,922
	169,566	198,496

During the current financial year £161,053 (2022: £111,574) of donations were received with £6,000 (2022: £4,074) representing restricted funds and £155,053 (2022: £107,500) representing unrestricted funds.

Grants received for the year totalled £8,513 (2022: £86,922) with £Nil (2022: £61,922) representing restricted funds and £8,513 (2022: £25,000) representing unrestricted funds.

4. OTHER CHARITABLE ACTIVITIES

	2023	2022
	£	£
Other income from charitable activities		
Psychological wellbeing	**1,208,700**	1,292,751
Community services	**1,372,533**	1,409,394
Government grant income	**-**	780
	2,581,233	2,702,925

Other income from charitable activities is derived from the provision of services by the charity. The nature of these services is as described in the Report of the Trustees.

Of the £2,581,233 (2022: £2,702,925) received in the year, £44,962 (2022: £136,451) represented restricted funds and £2,536,271 (2022: £2,566,474) represented unrestricted funds.

During the prior year, the charity received furlough claims from the government totalling £780 under the Coronavirus Job Retention Scheme.

The sums assisted the charity in paying for staff members who were out on temporary leave (furlough) due to the coronavirus (COVID-19) global pandemic.

5. INVESTMENT INCOME

	2023	2022
	£	£
Bank interest receivable	**8,508**	3,001

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support Costs (see note 7)	**2023 TOTAL**
	£	£	**£**
Staff costs	1,746,090	327,603	2,073,693
Premises (including depreciation)	93,799	37,458	131,257
General office	8,741	33,904	42,645
Finance costs	-	3,052	3,052
Auditors remuneration (Governance costs)	-	22,288	22,288
Accountancy fees (Governance costs)	-	11,640	11,640
Counsellors' fees	21,062	-	21,062
Other costs	205,708	148,030	353,738
	2,075,400	583,975	2,659,373

Comparatives for charitable activities costs

	Direct Costs	Support Costs (see note 7)	**2022 TOTAL**
	£	£	**£**
Staff costs	1,379,403	341,299	**1,720,702**
Premises (including depreciation)	84,325	46,755	**131,080**
General office	1,990	38,504	**40,494**
Finance costs	-	4,588	**4,588**
Auditors remuneration (Governance costs)	-	16,260	**16,260**
Accountancy fees (Governance costs)	-	12,000	**12,000**
Counsellors' fees	45,850	-	**45,850**
Other costs	103,257	184,253	**287,510**
	1,614,825	643,659	**2,258,484**

7. SUPPORT COSTS

	2023	2022
	£	£
Staff costs	327,603	341,299
Premises (including depreciation)	37,458	46,755
General office	33,904	38,504
Finance costs	3,052	4,588
Auditors remuneration (Governance costs)	22,288	16,260
Accountancy fees (Governance costs)	11,640	12,000
Other costs	148,030	184,253
	583,975	643,659

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration (excl. VAT)	**13,800**	9,900
Under provision from prior year	**7,488**	2,000
Corporation tax	**1,000**	1,000
Depreciation - owned assets	**31,408**	40,785
Operating lease costs	**31,790**	18,700

9. TRUSTEES' REMUNERATION AND BENEFITS

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Trustees' expenses

During the year trustees' expenses were paid of £Nil (2022: £Nil) and no donations were received from the trustee's (2022: £Nil).

10. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	**1,894,877**	1,573,275
Social security costs	**151,166**	115,296
Other pension costs	**27,651**	32,131
	2,073,694	1,720,702

Included within wages and salaries is a settlement payment for £11,758 (2022: £3,744).

The average monthly number of employees during the year was as follows:

	2023	2022
Number of staff	**97**	91

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	**-**	1
£70,001 - £80,000	**1**	-

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total remuneration paid to key management personnel for services provided to the charity was £183,442 (2022: £225,120).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	132,501	65,995	198,496
Other charitable activities			
Psychological wellbeing	1,172,878	120,653	1,293,531
Community services	1,393,596	15,798	1,409,394
Investment income	3,001	-	3,001
Total	2,701,976	202,446	2,904,422
EXPENDITURE ON			
Charitable activities			
Charitable activities	2,056,315	202,169	2,258,484
Net Income	645,661	277	645,938

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	1,680,823	571,196	2,252,019
TOTAL FUNDS CARRIED FORWARD	2,326,484	571,473	2,897,957

12. EXCEPTIONAL ITEMS

	2023	2022
	£	£
Depreciation adjustment - Mersea Road	**(48,500)**	-
	(48,500)	-

A depreciation adjustment was made in the year due to a change in the estimated proportion of the land cost for the property at Mersea Road.

13. TANGIBLE FIXED ASSETS

	Freehold land and buildings	Equipment	Totals
	£	£	£
COST			
At 1 April 2022	**717,515**	**112,214**	**829,729**
Additions	**-**	**2,668**	**2,668**
At 31 March 2023	**717,515**	**114,882**	**832,397**
DEPRECIATION			
At 1 April 2022	**108,342**	**75,781**	**184,123**
Charge for year	**7,951**	**23,457**	**31,408**
Charge written back	**(48,500)**	**-**	**(48,500)**
At 31 March 2023	**67,793**	**99,238**	**167,031**
NET BOOK VALUE			
At 31 March 2023	**649,722**	**15,644**	**665,366**
At 31 March 2022	609,173	36,433	645,606

The value of land included within Freehold Land and Buildings is estimated to be £320,000 (2022: £320,000). This is not depreciated.

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	**56,582**	99,161
Prepayments and accrued income	**57,090**	6,404
	113,672	105,565

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans (see note 17)	**30,426**	28,750
Trade creditors	**27,211**	29,583
Other taxes and social security	**32,515**	32,620
Other creditors	**279,311**	7,776
Accruals and deferred income	**149,577**	18,570
	519,040	117,299

	2023	2022
	£	£
Deferred income	**25,000**	-
	25,000	-

Income from contracts for the supply of services is recognised with the delivery of the service. Where the completion of the delivery of the service occurs past year end this element of the income is treated as deferred income at the year end.

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Bank loans (see note 17)	**7,922**	38,368

17. LOANS

The bank loan comprises of a commercial mortgage from the bank. The interest rate on the mortgage is a fixed rate of 5.68% per annum. The loan is secured against the Mersea Road property.

Included within creditors: amounts falling due after more than one year is an amount of £7,922 (2022: £38,368) in respect of bank loans payable or repayable which fall due for payment after more than one year but less than five years from the reporting date.

18. PROVISIONS FOR LIABILITIES

	Pensions and similar obligations
	£
At 1 April 2022	**44,400**
Reversal in year	**(42,435)**
At 31 March 2022	**1,965**

For further detailed information regarding the 'TPT Retirement Solutions - The Growth Plan' scheme please refer to note 23 within these financial statements.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2023 Total funds
	£	£	£
Fixed assets	665,366	-	**665,366**
Current assets	2,751,615	242,835	**2,861,450**
Current liabilities	(519,040)	-	**(519,040)**
Long term liabilities	(7,922)	-	**(7,922)**
Provisions for liabilities	(1,965)	-	**(1,965)**
	2,755,054	242,835	**2,997,889**

Comparatives for analysis of net assets between funds

	Unrestricted funds	Restricted funds	2022 Total funds
	£	£	£
Fixed assets	620,251	25,355	**645,606**
Current assets	1,878,370	574,048	**2,452,418**
Current liabilities	(89,371)	(27,928)	**(117,299)**
Long term liabilities	(38,368)	-	**(38,368)**
Provisions for liabilities	(44,400)	-	**(44,400)**
	2,326,482	571,475	**2,897,957**

20. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	**944,231**	**57,326**	**326,131**	**1,327,688**
Designated fund - Contingency fund	**612,000**	**-**	**-**	**612,000**
Designated fund - Other	**150,000**	**-**	**-**	**150,000**
Designated fund - Fixed assets	**620,251**	**-**	**45,115**	**665,366**
	2,326,482	**57,326**	**371,246**	**2,755,054**
Restricted funds				
NHS ASD Project	**218,284**	**-**	**(85,284)**	**133,000**
Nature In Mind	**6,035**	**-**	**(6,035)**	**-**
Essex Wide Crisis Cafe	**229,623**	**-**	**(229,623)**	**-**
Suicide Awareness Training	**25,927**	**(2,355)**	**(288)**	**23,284**
Education Mental Health Practitioner	**(27,428)**	**-**	**27,428**	**-**
Self-Harm Toolkit	**-**	**44,961**	**41,590**	**86,551**
COVID-19 Costs	**19,172**	**-**	**(19,172)**	**-**
ECF - IT Upgrade	**25,355**	**-**	**(25,355)**	**-**
STaRs North Essex (Summer Project)	**(500)**	**-**	**500**	**-**
Colchester Catalyst	**22,090**	**-**	**(22,090)**	**-**
Mental Health Recovery	**13,743**	**-**	**(13,743)**	**-**
Essex Local Delivery Pilot	**35,100**	**-**	**(35,100)**	**-**
Mayoral Charity of the Year	**4,074**	**-**	**(4,074)**	**-**
	571,475	**42,606**	**(371,246)**	**242,835**
TOTAL FUNDS	**2,897,957**	**99,932**	**-**	**2,997,889**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**2,708,346**	**(2,651,020)**	**57,326**
Restricted funds			
Suicide Awareness Training	**6,000**	**(8,355)**	**(2,355)**
Self-Harm Toolkit	**44,962**	**-**	**44,962**
	50,961	**(8,355)**	**42,606**
TOTAL FUNDS	**2,759,307**	**(2,659,375)**	**99,932**

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	271,138	645,659	27,434	944,231
Designated fund - Contingency fund	612,000	-	-	612,000
Designated fund - Other	150,000	-	-	150,000
Designated fund - Fixed assets	647,685	-	(27,434)	620,251
	1,680,823	645,659	-	2,326,482
Restricted funds				
NHS ASD Project	253,972	(35,688)	-	218,284
Nature In Mind	6,035	-	-	6,035
Essex Wide Crisis Cafe	229,623	-	-	229,623
Suicide Awareness Training	29,009	(3,082)	-	25,927
Education Mental Health Practitioner	(7,611)	(19,817)	-	(27,428)
COVID-19 Costs	18,558	614	-	19,172
ECF - IT Upgrade	37,610	(12,255)	-	25,355
STaRs North Essex (Summer Project)	4,000	(4,500)	-	(500)
Colchester Catalyst	-	22,090	-	22,090
Mental Health Recovery	-	13,743	-	13,743
Essex Local Delivery Pilot	-	35,100	-	35,100
Mayoral Charity of the Year	-	4,074	-	4,074
	571,196	279	-	571,475
TOTAL FUNDS	2,252,019	645,938	-	2,897,957

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,701,976	(2,056,317)	645,659
Restricted funds			
NHS ASD Project	-	(35,688)	(35,688)
Suicide Awareness Training	-	(3,082)	(3,082)
Education Mental Health Practitioner	120,652	(140,469)	(19,817)
COVID-19 Costs	1,821	(1,207)	614
ECF - IT Upgrade	-	(12,255)	(12,255)
STaRs North Essex (Summer Project)	-	(4,500)	(4,500)
Colchester Catalyst	25,000	(2,910)	22,090
Mental Health Recovery	15,799	(2,056)	13,743
Essex Local Delivery Pilot	35,100	-	35,100
Mayoral Charity of the Year	4,074	-	4,074
	202,446	(202,167)	279
TOTAL FUNDS	2,904,422	(2,258,484)	645,938

In the financial year, the charity conducted a comprehensive review of all expenditure incurred on all restricted projects and updated the accounts to show a true reflection of the costs incurred. This review identified that items were correctly restricted in the past. Therefore, the trustees are satisfied that £371,246 can be moved to Unrestricted funds.

The trustees have allocated reserves to the above designated funds for the following purposes:

Capital fund

This fund is to ensure that the charity has sufficient reserves to cover up to six months running costs.

Other

This fund includes sufficient reserves to cover maintenance and improvement costs to the property and IT systems, as well as costs to be incurred in the tendering of future projects.

Restricted fund - Suicide Awareness

This fund is currently holding donations for a GP Suicide awareness training project.

Restricted fund - Self-Harm Toolkit

The fund relates to a contract to support the maintenance and roll out of a 'self-harm management toolkit' in schools in mid Essex.

Restricted fund - NHS ASD Project

This fund relates to grant income to be used solely for the purpose of delivering early intervention and support to Young people aged 16-19 in North East Essex who are not in education, employment or training.

21. OTHER FINANCIAL COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Not later than 1 year	**34,860**	27,330
Between 1 - 5 years	**33,240**	56,950
	68,100	84,280

22. RELATED PARTY DISCLOSURES

During the year an affiliation fee of £1,375 (2022: £1,375) was paid to MIND. There were no amounts remaining payable at the year end.

No donations were received from trustees during the year (2022: £Nil).

23. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: **£3,312,000 per annum** (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

23. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: **£11,243,000 per annum** (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2023	31 March 2022	31 March 2021
	£	£	£
Present value of provisions	1,965	3,082	11,637

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2023	Period Ending 31 March 2022
	£	£
Provision at start of period	3,082	11,637
Unwinding of the discount factor (interest expense)	58	67
Deficit contribution paid	(1,123)	(2,945)
Remeasurements - impact of any change in assumptions	(52)	(71)
Remeasurements - amendments to contribution schedule	-	(5,606)
Provision at end of period	1,965	3,082

23. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2023 £	Period Ending 31 March 2022 £
Interest expense	58	67
Remeasurements - impact of any change in assumptions	(52)	(71)
Remeasurements - amendments to contribution schedule	-	(5,606)
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

ASSUMPTIONS

	31 March 2023	31 March 2022	31 March 2021 % per annum
Rate of discount	5.52	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 March 2023 £	31 March 2022 £	31 March 2021 £
Year 1	1,123	1,123	2,945
Year 2	936	1,123	3,033
Year 3	-	936	3,124
Year 4	-	-	2,682
Year 5	-	-	-
Year 6	-	-	-

23. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**161,053**	111,574
Grants	**8,513**	86,922
	169,566	198,496
Other charitable activities		
Other income from charitable activities	**2,581,233**	2,702,145
Government grant income	**-**	780
	2,581,233	2,702,925
Investment income		
Bank interest receivable	**8,508**	3,001
Total incoming resources	**2,759,307**	2,904,422
EXPENDITURE		
Charitable activities		
Wages	**1,569,829**	1,263,739
National insurance	**122,129**	89,531
Pensions	**54,132**	26,133
Rent, rates and insurance	**70,786**	65,881
Light and heat	**6,076**	4,112
Postage, stationery and telephone	**8,741**	1,990
Repairs and maintenance	**3,734**	763
Software and licences	**62,643**	24,462
Travel and subsistence	**32,208**	11,458
Training	**28,721**	11,937
Legal and professional	**46,804**	33,377
Printing and publications	**3,528**	1,175
Bank charges	**285**	-
Sundry expenses and consumables	**3,379**	2,009
Advertising and recruitment	**23,724**	16,609
Counsellors' fees	**21,062**	45,850
Volunteer expenses	**680**	1,467
Carried forward	**2,058,461**	1,600,493

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Charitable activities		
Brought forward	**2,058,461**	1,600,493
Depreciation of tangible fixed assets	**16,937**	14,332
	2,075,398	1,614,825
Support costs		
Staff costs		
Wages	**325,048**	309,536
National insurance	**29,037**	25,765
Pensions	**(26,481)**	5,998
	327,604	341,299
Finance		
Mortgage interest	**3,052**	4,588
Premises		
Exceptional items	**(48,500)**	-
Other		
Postage, stationery and telephone	**33,904**	38,504
Repairs and maintenance	**8,074**	(5,013)
Equipment	**26,139**	16,024
Travel and subsistence	**4,518**	3,278
Training	**3,716**	11,194
Legal and professional fees	**100,818**	88,662
Bank charges	**4,659**	474
Sundry expenses and consumables	**3,736**	2,677
Advertising and recruitment	**21,734**	9,747
Other hire	**1,447**	2,595
Rent, rates and insurance	**15,527**	14,262
Light and heat	**7,461**	6,041
Software and licences	**21,690**	54,615
Depreciation of tangible fixed assets	**14,470**	26,452
	267,893	269,512
Governance costs		
Auditors' remuneration	**22,288**	16,260
Audit and accountancy fees	**11,640**	12,000
Total resources expended	**2,659,375**	2,258,484
Net income	**99,932**	645,938

This page does not form part of the statutory financial statements

MID AND NORTH ESSEX MIND

England & Wales - Charity number 1064309

Accounts

REGISTERED COMPANY NUMBER: 03374820 (England and Wales)
REGISTERED CHARITY NUMBER: 1064309 (England and Wales)

MID AND NORTH ESSEX MIND
(A COMPANY LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2022

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Company number 03374820

Charity number: 1064309

MID AND NORTH ESSEX MIND

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FOR THE YEAR ENDED 31 MARCH 2022

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their report and the audited financial statements for the year ended 31 March 2022.

Reference and administrative information set out on page 10 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

OBJECTIVES AND ACTIVITIES

PURPOSES AND AIMS

"To support and empower people experiencing emotional and/or mental health problems to recover, building on their personal hopes and aspirations. We strive to provide a comprehensive community mental health service which meets individual's needs and promotes mental health awareness in our local community."

Our aims are:

- To be a resource for all people in the Colchester, Tendring and Mid Essex areas who identify themselves as experiencing mental and emotional distress and to provide a range of quality services and support to meet local needs.

- To actively engage in charitable campaigning related to local service provision and to seek to raise the profile of mental health issues locally through awareness raising.

- To maintain collaborative working and creative partnerships in the local area with other organisations who have the same philosophy as Mid & North East Essex Mind.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

ACTIVITIES

The charity provides a wide range support service to people living in Mid and North Essex. The focus of these services is low level intervention, although we do also deliver clinical services in conjunction with other providers. All of these services were free to access during this financial year aside from the fee paying counselling service.

The charity holds various contracts from funders across the localities including North East Essex Clinical Commissioning Group, Essex County Council, Mid and South Essex Clinical Commissioning Group and also holds various grants from grant giving bodies.

The services are normally delivered between Monday - Friday each working week. However, we introduced Crisis Cafés which operate out of hours providing support to those in crisis and reducing the pressures on A&E departments. This approach has helped in providing a more robust framework of care and supports the statutory providers in the work they do.

Much work has gone into developing the organisations three-year business plan, which is now moving ahead. The development of the plan included staff feedback, service user comments and the wider community along with other providers. This has led to the charity reviewing many areas of its work, gaps in care/support and how it will manage demand following COVID-19.

ACHIEVEMENTS AND PERFORMANCE

The charity's main activities and who it tries to help are described below. All its charitable activities focus on supporting the community in relation to mental health and wellbeing and are undertaken to further Mid and North East Essex Mind's charitable purposes for the public benefit.

During the period 2021/22 Mid and North East Essex Mind achieved:

- Mind Quality Mark (National) - Service Design & Innovation
- Mind Quality Mark (National) - Information Governance
- Cyber Security Essentials Plus
- BACP Service Accreditation
- ISO 9001: 2015 Accreditation

As well as achieving the above during 2021/22, Mid and North East Essex Mind also continue to be a Mindful Employer and are registered with the Fundraising Regulator.

The charity continues to expand its reach across the localities that it is here to serve and further support those that need mental health and wellbeing services. This has mainly been due to securing new contracts such as the Crisis Cafés in North Essex, Sanctuary in Mid Essex along with the expanding Children and Young Peoples services known as MHST, that work within schools and colleges across North Essex.

During the first part of the financial period, we did see a continued decrease in referrals due to COVID-19, which resulted in a slow uptake and limited referrals. This changed towards the end of the financial period and referral rates have started to increase again.

IAPT Counselling

Referrals Received	**2021/22**	**2020/21**	**2019/20**	**2018/19**
	351	256	360	442

The counselling service that operates within North Essex saw a reduction in referrals received during the pandemic compared to the previous year. However, it adapted during the previous year due to the restrictions and can now offer in-house online therapy, remote working and telephone support.

STaR (Mid Essex)

Referrals Received	**2021/22**	**2020/21**	**2019/20**	**2018/19**
	530	344	316	454

STaR (North Essex)

Referrals Received	**2021/22**	**2020/21**	**2019/20**	**2018/19**
	893	445	558	909

The above services continued to operate well during the period, although we saw a decrease in referrals throughout the first half of the year, we then saw an increase during Q3/4. These services are delivered in partnership with Hertfordshire Partnership Foundation Trust (HPFT) and form part of the overall IAPT service contracts in both Mid and North Essex.

Futures in Mind

Referrals Received	2021/22	2020/21	2019/20	2018/19
	803	271	336	324

The Futures in Mind service is a collaboration between us, Phoenix Futures and Mind in West Essex. The service is designed to support those across Essex suffering with either mental health or substance misuse issues. The service continued to operate during the pandemic and saw a significant increase in referrals being received.

ASD Connect

Referrals Received	2021/22	2020/21
	0	55

Although the ASD service continued in June of this financial period. No referrals were received as this ceased to operate. Its focus was on closing cases appropriately and leaving families with the relevant information for continued support moving forward.

North Essex Crisis Cafés (Clacton & Colchester)

Referrals Received	2021/22	2020/21
	1,151	797

The Crisis Café continued to do well, and we now have extended the offer so that clients can access support during the day as well as out of hours. Both teams have moved to new locations to be more central to the areas that they serve. Feedback about these changes has been positive and a dramatic increase in referrals can be seen.

Mid Essex Sanctuary

Referrals Received	2021/22	2020/21
	2,123	669

Both the Crisis Cafés and Sanctuary based in Mid Essex saw a slow start as both services were launched in April during the initial lockdown. However, these started to increase later in the year and the service has continued to expand. It's thought that during the next period we will increase the offer to cover day hours as well as evenings in order to provide a more robust offer for those that need the support.

MHST - Tendring

Referrals Received	2021/22	2020/21
	310	291

The Mental Health Schools Team (MHST) in the Tendring area saw an increase in referrals as the team have become more established. Additional group work also took place with support being provided to various cohorts within the school setting.

MHST - Colchester

Referrals Received	**2021/22**
	249

The Mental Health Schools Team (MHST) in the Colchester area launched in January. This service didn't accept referrals in the first instance as this is linked with NHSE and HEE, with trainee staff not working with clients. This service was also impacted on by the pandemic as schools were shut and referrals were not identified.

GP Suicide Awareness Training

With the support of a local family who had experienced suicide within their own family network, we were able to develop the GP Suicide Awareness Training. Working with the local CCG's enabled us to more easily access those GP's within the locality offering free bespoke awareness training. The focus in on work colleague's wellbeing and is open to all staff working within GP practices.

Total People Supported 2021/22 - 6,451

STRATEGIC REPORT

FINANCIAL REVIEW

The financial year 2021/22 was challenging due to the ongoing problems caused by the COVID pandemic. Staff again having to work from home for long periods. It continued to be difficult to recruit to our vacant posts. Staff once again took on the additional work enabling us to fulfil our many contracts. We thank them for their hard work and dedication.

Our Fundraising team had to consider different ways of raising income and managed to raise £111,574 from donations, almost double the previous year and a further £86,922 from grants, a very good performance in the circumstances.

Our HR team tried different recruitment methods resulting in many of the vacant posts being filled but we continue to see relatively high staff turnover and a considerable underspend against budget on staff costs.

Overall income increased by £899,061 to £2,904,422 mainly due to our ongoing contracts. Expenditure increased by £577,964 to £2,258,484 largely due to increased staff costs to service these contracts, this would have been significantly higher had we been able to fill all the vacant posts earlier in the year.

Our net assets increased by £645,938 to £2,897,957 leaving us in a very healthy financial position. The value of our property accounted for £609,173 of this sum.

During the year we removed the provision of £41,071 for dilapidations following our decision to vacate the property we were renting in Clacton at the end of March 2019, as we felt that it would now be difficult for a claim to be made, due to the time that has elapsed since we vacated the property.

We have been finalising our strategy for the next 3 years and are able to include some new services, which will initially be funded from our reserves. This is possible due to the increase in our assets over the last 2 years. We therefore expect to see a reduction to our assets in the current financial year.

We closely monitor our finances; to ensure we can continue to provide services that will benefit the local community for many years to come.

INVESTMENT POLICY

The Trustees have discussed potential investments at length during the year and decided to adopt a cautious approach as we do not wish to risk our assets. We agreed to look for interest income and to diversify our deposits so that we could take advantage of FSCS protection which is £85,000 per bank.

Having reviewed various options we opened an account with Flagstone, a cash platform, offering rates from numerous banks. Initially we deposited £275,000 and have recently agreed to add a further £190,000. We have split the funds between various banks with a maximum deposit of £85,000 to ensure we make the most of the FSCS guarantee. We agreed to keep the funds on short term deposits with a maximum of 18 months fixed. These deposits are regularly reviewed to ensure we always have access to sufficient funds to meet our everyday needs.

We continue to look at potential investment opportunities in case we decide to change our policy and seek increased returns.

PRINCIPAL RISKS AND UNCERTAINTIES

The trustees maintain a risk register, which is reviewed by the senior management team and the trustees to ensure that the charity understands the potential risks. This is achieved by:

- Maintaining the risk register and reviewing at Board level
- Ensuring the correct level of insurance is in place for all functions, including fundraising events
- Establishing internal systems to provide efficient ways of working in line with the ongoing development of our ISO: 9001 accreditation

The significant areas that pose major risk are as follows:
- Insufficient skilled staff
- Reputational damage
- Decrease in voluntary income
- Loss of contracts
- Data breach

In order to minimise the above risks, actions have been taken that would reduce the scoring and significant impact. An example of this is the system we've used for storing client data along with the cyber essentials advance certification we have secured. We have also introduced an organisational risk management policy that directly links with the register and is reviewed on a regular basis by both the Senior Management Team and Trustees.

RESERVES POLICY AND GOING CONCERN

The charity needs financial resources to achieve its purposes and must plan for the longer term to ensure continuity. During the year the trustees undertook a review of the level of reserves required having regard to the following:
- The charity forecasts of expenditure based on planned activity and the analysis of future needs.
- The reliability and volatility of income.
- Funds required for replacing assets.
- The need to cover contingencies and the ability to be able to respond to unexpected events or opportunities.

In line with current thinking, this is based on an assessment of the volatility and certainty of each of the organisation's main income streams; a potential need for unplanned or unexpected expenditure; and the requirement to maintain sufficient working capital to ensure the continuing smooth running of the charity. This assessment produced figures of £612,000 for income volatility, contingency and uncertainty, £150,000 for unplanned or unexpected expenditure, giving £752,000 in total. These funds have been set aside by the trustees as designated funds, along with the net book value of our tangible fixed assets.

In addition to our restricted and designated funds, the charity has general funds of £944,000. These are retained for further service development and to fill the unmet need across the area.

The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resources and they believe the charity is able to manage its business risks successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that is has adequate resources to continue in operational existence for the near future. Therefore, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

FUNDRAISING

Fundraising improved during the period compared to the previous year, although this was still down with little community activity taking place and no events or challenges. We successfully started the recruitment process following a re-structure and now developing a new strategy.

The fundraising team were subject to Furlough leave, with this being the best way to limit costs whilst the department was unable to function at full potential. There was an increase in Grant and Trust funding with funds, some of which being secured for a major IT overhaul, enabling us to be able to provide up to date IT infrastructure. This allows us to offer a variety of counselling options such as face to face, video link and telephone services, all within Coronavirus guidelines moving forward. Digital fundraising activities however did increase, and it is apparent that this source of fundraising needs to be marketed and explored more in the future.

FUNDRAISING STANDARDS

Mid and North East Essex Mind are registered with the Fundraising Regulator and works within its code of fundraising practice and data protection laws. All this information can be located on our website, with the aim of reassuring those wishing to donate or fundraise on our behalf.

COMPLAINTS

During the period we received no complaints relating to our fundraising practice or through service delivery. This is the same as the previous two-year period. We view complaints and supported feedback as important information that helps shape the fundraising plans on an annual basis.

PLANS FOR THE FUTURE

Our ambition for Mid & North East Essex Mind over the next 3-year period is to continue with the services we offer and develop a new 3-year strategy as we are currently in our final year of the existing plan. We understand that since the pandemic everything has changed and that impacts on how we operate as a charity. While we have key plans that we want to deliver over the next 3-year period we will focus on digital and how we can incorporate this into how we work with the client group allowing for choice of service type.

Following the pandemic, we are now seeing a demand for services in their entirety. This is evidenced above, and its though that we will continue to see demand and growth over the next year. In addition, healthcare is changing, and this brings a different set of challenges. As we move into an integrated care system commissioning of services will change. The biggest challenge for us as a local charity is because we operate across two ICBs (mid & South Essex, & Suffolk & North Essex). Both will be structured slightly differently due to landscape and funding availability.

National Vision (Mind Network)

- **Staying well:** Support people likely to develop mental health problems, to stay well.
- **Empowering choice:** Empower people who experience a mental health problem to make informed choices about how they live and recover.
- **Improving services and support:** Ensure people get the right services and support at the right time to help their recovery and enable them to live with their mental health problems.
- **Enabling social participation:** Open the doors to people with experience of mental health problems participating fully in society.
- **Removing inequality of opportunity:** Gain equality of treatment for people who experience both mental health and other forms of discrimination.
- **Organisational excellence:** Make the most of our assets by building a culture of excellence.

Local Vision (MNE Essex Mind)

- **Improved experience:** To meet the emotional and physical needs of those experiencing mental health discrimination across both Mid and North East Essex.
- **Increased understanding:** To show empathy towards any person irrelevant of age, suffering from a mental health condition.
- **Access for all:** To promote inclusion to those who access our services into the wider community.
- **Diversity & Equality:** To have understanding of the diverse cultural needs of our community allowing equal access to healthcare services.
- **Collaborative Approaches:** To work in partnership with other agencies, providing a fluid continuity in care.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 16 May 1997 and registered as a charity on 10 September 1997.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

APPOINTMENT OF TRUSTEES

Those wishing to become a trustee of Mid and North East Essex Mind meet in the first instance with the Chair of the Board and the Chief Executive. Should there still be a position on the board and they continue to be interested they are invited to attend three meetings, which once attended, have to make a decision on becoming a member.

The board then elects or co-elects until the annual general meeting. One third of all trustees of the charity are then subject to re-confirmation by members of the company each year during the annual general meeting.

TRUSTEE INDUCTION TRAINING

All new trustees meet with the Chair of the Board and the Chief Executive once officially appointed. In addition they are offered time with each of the senior managers in order to gain a better understanding of the operational side of the organisation.

Each new trustee is required to complete the skills matrix and attend mandatory training provided by the NCVO and through in-house systems.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

Partnership working is an essential element of all the work that Mid & North East Essex Mind provides across the locality. It not only allows for a better way of delivering, but also provides the user with an improved experienced.

It is essential to know and understand whom we are working with when considering any form of partnership. After identifying a potential partner to work with on the delivery of a project/service, an assessment of the partner organisation is completed. This is to ensure that both parties are a good match and share the same overall vision.

- Vision
- Capacity
- Structure (including general management and governance)
- Financial Management
- Procurement
- People Management
- Project Management

All employees have the potential to identify opportunities and partnerships and should be encouraged to do so. Through strong leadership and strengthened communications, we will be able to proactively identify the correct opportunities prior to the procurement process-taking place.

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

All job roles within the charity are job matched and then graded using the most appropriate tools. This ensures that a true and fair pay is provided in order to attract the best candidates for the role. Benchmarking of all job roles across the charity was carried out during the year to ensure we remain competitive within the sector.

The senior management team roles go through the same process and are then provided to the finance committee who will make recommendations to the board of trustees. This process is now under review and the aim is to introduce a remuneration committee that sits alongside the finance committee.

POLICY FOR EMPLOYMENT OF DISABLED PERSONS

Mid and North East Essex Mind is committed to providing high quality mental health care within a safe environment by appropriately qualified and competent staff. We aim to ensure that all staff act in a fair and consistent manner.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities in Mid & North East Essex Mind. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability.

Mid & North East Essex Mind is committed to a policy of treating all its employees and job applicants equally and to recruit the best person for each vacancy.

No employee or potential employee shall receive less favourable treatment or consideration during recruitment and selection on the ground of race, colour, religion or belief, nationality, ethnic origin, sexual orientation, gender, age, disability, marital status or part-time status or will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds.

ENERGY AND CARBON REPORTING

We will continue to strive for low energy costs and will seek alternative ways of powering the buildings that we occupy. This will involve a review of heating systems to ensure that boilers are energy efficient, glassing is of the correct standard and air conditioning units are properly maintained. We will also review the benefits of introducing solar panels to our main site on Mersea Road so that we can become a greener organisation.

Currently we only recycle approximately 35% of our waste across all sites. We will implement systems to monitor this more carefully and aim to have increased our recycling to 55% within 2 years.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03374820 (England and Wales)

Registered Charity number
1064309

Registered office
The Constantine Centre
272a Mersea Road
Colchester
Essex
C02 8QZ

Trustees
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

M Edwards	Chair
P Cheng	Vice Chair
P Pushman	Treasurer
S Barlow	
L Brewster	
D Wordsworth	
J Wood (resigned 30 April 2021)	
I Beaumont	

Key management personnel

James McQuiggan	Chief Executive Officer
Kerrie Barker	Service Operations Manager
Duncan McCubbine	Business Operations Manager
Stephanie Mills	Marketing and Fundraising Manager

Senior Statutory Auditor
Joanna Pittman

Auditors
Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Bankers
Barclays Bank plc
9 High Street
Colchester
Essex
CO1 1DA

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors
Fisher Jones Greenwood
Newcomen Way
Colchester Business Park
Essex
CO4 9YA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Mid and North Essex Mind for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 7. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

AUDITORS

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 12 October 2022 and signed on the board's behalf by:

P Pushman - Trustee

Independent auditor's report to the members of Mid and North Essex Mind.

Opinion
We have audited the financial statements of Mid and North Essex Mind (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:
- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Mid and North Essex Mind 's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Compaines Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior Statutory Auditor)
for and on behalf of Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Date: 11 November 2022

MID AND NORTH ESSEX MIND

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**132,501**	**65,995**	**198,496**	187,798
Other charitable activities					
Psychological wellbeing	4	**1,172,878**	**120,653**	**1,293,531**	1,011,186
Community services	4	**1,393,596**	**15,798**	**1,409,394**	804,787
Investment income	5	**3,001**	**-**	**3,001**	1,590
Total		**2,701,976**	**202,446**	**2,904,422**	2,005,361
EXPENDITURE ON					
Charitable activities	6	**2,056,317**	**202,167**	**2,258,484**	1,680,520
NET INCOME		**645,659**	**279**	**645,938**	324,841
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,680,823**	**571,196**	**2,252,019**	1,927,178
TOTAL FUNDS CARRIED FORWARD		**2,326,482**	**571,475**	**2,897,957**	2,252,019

The notes form part of these financial statements

BALANCE SHEET
31 MARCH 2022

Company number 03374820

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	12	**645,606**	685,295
CURRENT ASSETS			
Debtors	13	**105,565**	111,188
Cash at bank and in hand		**1,798,590**	1,620,684
Short term deposits		**548,263**	273,813
		2,452,418	2,005,685
CREDITORS			
Amounts falling due within one year	14	**(117,299)**	(324,435)
NET CURRENT ASSETS		**2,335,119**	1,681,250
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,980,725**	2,366,545
CREDITORS			
Amounts falling due after more than one year	15	**(38,368)**	(67,189)
PROVISIONS FOR LIABILITIES	17	**(44,400)**	(47,337)
NET ASSETS		**2,897,957**	2,252,019
FUNDS	19		
Unrestricted funds:			
General fund		**944,231**	271,138
Designated fund - Contingency fund		**612,000**	612,000
Designated fund - Other		**150,000**	150,000
Designated fund - Fixed assets		**620,251**	647,685
		2,326,482	1,680,823
Restricted funds		**571,475**	571,196
TOTAL FUNDS		**2,897,957**	2,252,019

The financial statements were approved by the Board of Trustees and authorised for issue on 12 October 2022 and were signed on its behalf by:

P Pushman - Trustee

The notes form part of these financial statements

MID AND NORTH ESSEX MIND

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1a	**482,271**	813,442
Net cash provided by operating activities		**482,271**	813,442
Cash flows from investing activities			
Purchase of tangible fixed assets		**(1,096)**	(52,360)
Short term deposits		**(274,450)**	(273,813)
Interest received		**3,001**	1,590
Interest paid		**(4,588)**	(6,074)
Net cash used in investing activities		**(277,133)**	(330,657)
Cash flows from financing activities			
Loan repayments in year		**(27,232)**	(25,747)
Net cash used in financing activities		**(27,232)**	(25,747)
Change in cash and cash equivalents in the reporting period		**177,906**	457,038
Cash and cash equivalents at the beginning of the reporting period		**1,620,684**	1,163,646
Cash and cash equivalents at the end of the reporting period		**1,798,590**	1,620,684

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2022

1a. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**645,938**	324,841
Adjustments for:		
Depreciation charges	**40,784**	28,194
Interest received	**(3,001)**	(1,590)
Interest paid	**4,588**	6,074
Movement on provisions	**(44,008)**	(2,802)
Decrease in debtors	**5,623**	294,502
(Decrease)/increase in creditors	**(167,653)**	164,223
Net cash provided by operations	**482,271**	813,442

2a. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21	Cash flow	**At 31.3.22**
	£	£	**£**
Net cash			
Cash at bank and in hand	**1,620,684**	**177,906**	**1,798,590**
	1,620,684	**177,906**	**1,798,590**
Debt			
Debts falling due within 1 year	**(27,162)**	**(1,588)**	**(28,750)**
Debts falling due after 1 year	**(67,189)**	**28,821**	**(38,368)**
	(94,351)	**27,233**	**(67,118)**
Total	**1,526,333**	**205,139**	**1,731,472**

The notes form part of these financial statements

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Constantine Centre, 272a Mersea Road, Colchester, Essex, CO2 8QZ, England.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentational and functional currency of these financial statements is sterling. Values are rounded to the nearest pound.

Public benefit entity
The charity meets the definition of a public benefit entity under FRS 102.

Incoming resources
All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable and entitlement is established.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

2. ACCOUNTING POLICIES - continued

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	- 30% on reducing balance
Equipment	- 33% on cost

If an item is deemed to have an estimated useful life of greater than one year it is capitalised and subject to depreciation. Assets purchased for less than £1,000 are expensed directly to the Statement of Financial Activity and are not capitalised. Fixed assets are reviewed on an annual basis for impairment.

The land held within Freehold Land and Buildings is not subject to depreciation.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future projects or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Defined contribution plans
The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable under the scheme by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

Defined benefit plan
The charity operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Judgements and key sources of estimation uncertainty
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

2. ACCOUNTING POLICIES - continued

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value (with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method).

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.

Short term deposits
Short term deposits includes cash balances that are invested in accounts with a maturity date of between 3 and 12 months.

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 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.

Going concern
The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resource and they believe the charity is able to manage its business risk successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that is has adequate resources to continue in operational existence for the near future. Therefore, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	**111,574**	63,587
Grants	**86,922**	124,211
	198,496	187,798

During the current financial year £111,574 (2021: £63,587) of donations were received with £4,074 (2021: £500) representing restricted funds and £107,500 (2021: £63,087) representing unrestricted funds.

Grants received for the year totalled £86,922 (2021: £124,211) with £61,922 (2021: £98,980) representing restricted funds and £25,000 (2021: £25,231) representing unrestricted funds.

4. OTHER CHARITABLE ACTIVITIES

	2022	2021
	£	£
Other income from charitable activities		
Psychological wellbeing	**1,292,751**	1,000,423
Community services	**1,409,394**	804,787
Government grant income	**780**	10,763
	2,702,925	1,815,973

Other income from charitable activities is derived from the provision of services by the charity. The nature of these services is as described in the Report of the Trustees.

Of the £2,702,925 (2021: £1,815,973) received in the year, £136,451 (2021: £132,842) represented restricted funds and £2,566,474 (2021: £1,672,368) represented unrestricted funds.

During the year, the charity received furlough claims from the government totalling £780 (2021: £10,763) under the Coronavirus Job Retention Scheme.

The sums assisted the charity in paying for staff members who were out on temporary leave (furlough) due to the coronavirus (COVID-19) global pandemic.

5. INVESTMENT INCOME

	2022	2021
	£	£
Bank interest receivable	**3,001**	1,590

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support Costs (see note 7)	2022 TOTAL
	£	£	£
Staff costs	1,379,403	341,299	1,720,702
Premises (including depreciation)	84,325	46,755	131,080
General office	1,990	38,504	40,494
Finance costs	-	4,588	4,588
Auditors remuneration (Governance costs)	-	16,260	16,260
Accountancy fees (Governance costs)	-	12,000	12,000
Counsellors' fees	45,850	-	45,850
Other costs	103,257	184,253	287,510
	1,614,825	643,659	2,258,484

Comparatives for charitable activities costs	Direct Costs	Support Costs (see note 7)	2021 TOTAL
	£	£	£
Staff costs	992,242	249,867	1,242,109
Premises (including depreciation)	38,233	47,511	85,744
General office	2,881	30,905	33,786
Finance costs	-	6,074	6,074
Auditors remuneration (Governance costs)	-	11,280	11,280
Accountancy fees (Governance costs)	-	6,660	6,660
Counsellors' fees	41,397	-	41,397
Other costs	100,885	152,585	253,470
	1,175,638	504,882	1,680,520

7. SUPPORT COSTS

	2022	2021
	£	£
Staff costs	341,299	249,867
Premises (including depreciation)	46,755	47,511
General office	38,504	30,905
Finance costs	4,588	6,074
Auditors remuneration (Governance costs)	16,260	11,280
Accountancy fees (Governance costs)	12,000	6,660
Other costs	184,253	152,585
	643,659	504,882

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Auditors' remuneration (excl. VAT)	9,900	9,400
Under provision for prior year	2,000	1,880
Corporation tax	1,000	-
Depreciation - owned assets	40,785	28,194
Operating lease costs	18,700	15,100

9. TRUSTEES' REMUNERATION AND BENEFITS

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Trustees' expenses

During the year trustees' expenses were paid of £Nil (2021: £Nil) and no donations were received from the trustee's (2021: £Nil).

10. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	1,573,275	1,135,156
Social security costs	115,296	83,576
Other pension costs	32,131	23,377
	1,720,702	1,242,109

Included within wages and salaries is a settlement payment for £3,744 (2021: £6,000).

The average monthly number of employees during the year was as follows:

	2022	2021
Number of staff	91	65

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	1	1

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total remuneration paid to key management personnel for services provided to the charity was £225,120 (2021: £182,191).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	88,316	99,482	187,798
Other charitable activities			
Psychological wellbeing	878,344	132,842	1,011,186
Community services	804,787	-	804,787
Investment income	1,590	-	1,590
Total	1,773,037	232,324	2,005,361
EXPENDITURE ON			
Charitable activities	1,450,379	230,141	1,680,520
NET INCOME	322,658	2,183	324,841
Transfers between funds	29,355	(29,355)	-
Net movement in funds	352,013	(27,172)	324,841
RECONCILIATION OF FUNDS			
Total funds brought forward	1,328,808	598,370	1,927,178
TOTAL FUNDS CARRIED FORWARD	1,680,821	571,198	2,252,019

12. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment £	Totals £
COST			
At 1 April 2021	**717,515**	**111,118**	**828,633**
Additions	**-**	**1,096**	**1,096**
At 31 March 2022	**717,515**	**112,214**	**829,729**
DEPRECIATION			
At 1 April 2021	**93,992**	**49,346**	**143,338**
Charge for year	**14,350**	**26,435**	**40,785**
At 31 March 2022	**108,342**	**75,781**	**184,123**
NET BOOK VALUE			
At 31 March 2022	**609,173**	**36,433**	**645,606**
At 31 March 2021	623,523	61,772	685,295

12. TANGIBLE FIXED ASSETS - continued

The value of land included within Freehold Land and Buildings is estimated to be £320,000 (2021: £320,000). This is not depreciated.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	**99,161**	33,664
Prepayments and accrued income	**6,404**	77,524
	105,565	111,188

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans (see note 16)	**28,750**	27,162
Trade creditors	**29,583**	20,080
Other taxes and social security	**32,620**	25,113
Other creditors	**7,776**	11,951
Accruals and deferred income	**18,570**	199,058
Dilapidations provision	**-**	41,071
	117,299	324,435

	2022	2021
	£	£
Deferred income	**-**	180,888
	-	180,888

Income from contracts for the supply of services is recognised with the delivery of the service. Where the completion of the delivery of the service occurs past year end this element of the income is treated as deferred income at the year end.

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Bank loans (see note 16)	**38,368**	67,189

16. LOANS

The bank loan comprises of a commercial mortgage from the bank. The interest rate on the mortgage is a fixed rate of 5.68% per annum. The loan is secured against the Mersea Road property.

Included within creditors: amounts falling due after more than one year is an amount of £38,368 (2021: £67,189) in respect of bank loans payable or repayable which fall due for payment after more than one year but less than five years from the reporting date.

17. PROVISIONS FOR LIABILITIES

	Pensions and similar obligations
	£
At 1 April 2021	**47,337**
Reversal in year	**(2,937)**
At 31 March 2022	**44,400**

For further detailed information regarding the 'TPT Retirement Solutions - The Growth Plan' scheme please refer to note 22 within these financial statements.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2022 Total funds
	£	£	£
Fixed assets	620,251	25,355	**645,606**
Current assets	1,878,370	574,048	**2,452,418**
Current liabilities	(89,371)	(27,928)	**(117,299)**
Long term liabilities	(38,368)	-	**(38,368)**
Provisions for liabilities	(44,400)	-	**(44,400)**
	2,326,482	571,475	**2,897,957**

Comparatives for analysis of net assets between funds

	Unrestricted funds	Restricted funds	2021 Total funds
	£	£	£
Fixed assets	647,685	37,610	**685,295**
Current assets	1,464,488	541,197	**2,005,685**
Current liabilities	(316,824)	(7,611)	**(324,435)**
Long term liabilities	(67,189)	-	**(67,189)**
Provisions for liabilities	(47,337)	-	**(47,337)**
	1,680,823	571,196	**2,252,019**

19. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	**271,138**	**645,659**	**27,434**	**944,231**
Designated fund - Contingency fund	**612,000**	**-**	**-**	**612,000**
Designated fund - Other	**150,000**	**-**	**-**	**150,000**
Designated fund - Fixed assets	**647,685**	**-**	**(27,434)**	**620,251**
	1,680,823	**645,659**	**-**	**2,326,482**
Restricted funds				
NHS ASD Project	**253,972**	**(35,688)**	**-**	**218,284**
Nature In Mind	**6,035**	**-**	**-**	**6,035**
Essex Wide Crisis Cafe	**229,623**	**-**	**-**	**229,623**
Suicide Awareness Training	**29,009**	**(3,082)**	**-**	**25,927**
Education Mental Health Practitioner	**(7,611)**	**(19,817)**	**-**	**(27,428)**
COVID-19 Costs	**18,558**	**614**	**-**	**19,172**
ECF - IT Upgrade	**37,610**	**(12,255)**	**-**	**25,355**
STaRs North Essex (Summer Project)	**4,000**	**(4,500)**	**-**	**(500)**
Colchester Catalyst	**-**	**22,090**	**-**	**22,090**
Mental Health Recovery	**-**	**13,743**	**-**	**13,743**
Essex Local Delivery Pilot	**-**	**35,100**	**-**	**35,100**
Mayoral Charity of the Year	**-**	**4,074**	**-**	**4,074**
	571,196	**279**	**-**	**571,475**
TOTAL FUNDS	**2,252,019**	**645,938**	**-**	**2,897,957**

19. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**2,701,976**	**(2,056,317)**	**645,659**
Restricted funds			
NHS ASD Project	-	**(35,688)**	**(35,688)**
Suicide Awareness Training	-	**(3,082)**	**(3,082)**
Education Mental Health Practitioner	**120,652**	**(140,469)**	**(19,817)**
COVID-19 Costs	**1,821**	**(1,207)**	**614**
ECF - IT Upgrade	-	**(12,255)**	**(12,255)**
STaRs North Essex (Summer Project)	-	**(4,500)**	**(4,500)**
Colchester Catalyst	**25,000**	**(2,910)**	**22,090**
Mental Health Recovery	**15,799**	**(2,056)**	**13,743**
Essex Local Delivery Pilot	**35,100**	-	**35,100**
Mayoral Charity of the Year	**4,074**	-	**4,074**
	202,446	**(202,167)**	**279**
TOTAL FUNDS	**2,904,422**	**(2,258,484)**	**645,938**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	566,808	322,660	(618,330)	271,138
Designated fund - Contingency fund	612,000	-	-	612,000
Designated fund - Other	150,000	-	-	150,000
Designated fund - Fixed assets	-	-	647,685	647,685
	1,328,808	322,660	29,355	1,680,823
Restricted funds				
Chat With Charlie	21,579	7,776	(29,355)	-
NHS ASD Project	203,616	50,356	-	253,972
Nature In Mind	6,035	-	-	6,035
Essex Wide Crisis Cafe	357,264	(127,641)	-	229,623
Suicide Awareness Training	21,594	7,415	-	29,009
Education Mental Health Practitioner	(11,718)	4,107	-	(7,611)
COVID-19 Costs	-	18,558	-	18,558
ECF - IT Upgrade	-	37,610	-	37,610
STaRs North Essex (Summer Project)	-	4,000	-	4,000
	598,370	2,181	(29,355)	571,196
TOTAL FUNDS	1,927,178	324,841	-	2,252,019

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,773,037	(1,450,377)	322,660
Restricted funds			
Chat With Charlie	12,062	(4,286)	7,776
NHS ASD Project	100,500	(50,144)	50,356
Essex Wide Crisis Cafe	(79,999)	(47,642)	(127,641)
Suicide Awareness Training	10,000	(2,585)	7,415
Education Mental Health Practitioner	120,781	(116,674)	4,107
COVID-19 Costs	24,479	(5,921)	18,558
ECF - IT Upgrade	40,501	(2,891)	37,610
STaRs North Essex (Summer Project)	4,000	-	4,000
	232,324	(230,143)	2,181
TOTAL FUNDS	2,005,361	(1,680,520)	324,841

19. MOVEMENT IN FUNDS - continued

The trustees have allocated reserves to the above designated funds for the following purpose:

Capital fund
This fund is to ensure that the charity has sufficient reserves to cover up to six months running costs.

Other
This fund includes sufficient reserves to cover maintenance and improvement costs to the property and IT systems, as well as costs to be incurred in the tendering of future projects.

Restricted fund - Charles Watkins Donations
This fund includes donations received relating to the Charlie Watkins Foundation. The funds are being used to set up a service providing students with a one-to-one or group chat session with a trained volunteer. A transfer of £29,355 has been made to adjust for costs un-incurred for the project in 2018/19 that were allocated to unrestricted due to slow payments of the funds.

Restricted fund - NHS ASD Project
This fund relates to grant income to be used solely for the purpose of delivering early intervention and support to Young people aged 16-19 in North East Essex who are not in education, employment or training.

Restricted fund - Nature in Mind
This fund is used to provide weekly allotment sessions at the Mersea Road allotment.

Restricted fund - Out of Hours Crisis Cafe
This fund is used to run an out of hours service providing a safe alternative to A&E to support people and their carers who are experiencing a mental health crisis or emotional distress.

Restricted fund - Suicide Awareness
This fund is currently holding donations for a GP Suicide awareness training project.

Restricted fund - Educational Mental Health Practitioner
This fund is currently assisting in the education and training of mental health practitioners.

Additional grant funding was received after the year end, returning the balance of this fund to a surplus.

20. OTHER FINANCIAL COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021
	£	£
Not later than 1 year	**27,330**	15,100
Between 1 - 5 years	**56,950**	52,850
	84,280	67,950

21. RELATED PARTY DISCLOSURES

During the year an affiliation fee of £1,375 (2021: £1,375) was paid to MIND. There were no amounts remaining payable at the year end.

22. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2022 to 31 January 2025:	**£3,312,000 per annum**	(payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2019 to 30 September 2025	**£11,243,000 per annum**	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

22. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

PRESENT VALUES OF PROVISION

	31 March 2022	31 March 2021	31 March 2020
	£	£	£
Present value of provisions	3,082	11,637	13,789

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2022 (£)	Period Ending 31 March 2021 (£)
Provision at start of period	11,637	13,789
Unwinding of the discount factor (interest expense)	67	309
Deficit contribution paid	(2,945)	(2,859)
Remeasurements - impact of any change in assumptions	(71)	398
Remeasurements - amendments to contribution schedule	(5,606)	-
Provision at end of period	3,082	11,637

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2022 (£)	Period Ending 31 March 2021 (£)
Interest expense	67	309
Remeasurements - impact of any change in assumptions	(71)	398
Remeasurements - amendments to contribution schedule	(5,606)	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

22. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

ASSUMPTIONS

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	2.35	0.66	2.53

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 March 2022 (£)	31 March 2021 (£)	31 March 2020 (£)
Year 1	1,123	2,945	2,859
Year 2	1,123	3,033	2,945
Year 3	936	3,124	3,033
Year 4	-	2,682	3,124
Year 5	-	-	2,682
Year 6	-	-	

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**111,574**	63,587
Grants	**86,922**	124,211
	198,496	187,798
Other charitable activities		
Other income from charitable activities	**2,702,145**	1,805,210
Government grant income	**780**	10,763
	2,702,925	1,815,973
Investment income		
Bank interest receivable	**3,001**	1,590
Total incoming resources	**2,904,422**	2,005,361
EXPENDITURE		
Charitable activities		
Wages	**1,263,739**	909,154
National insurance	**89,531**	64,135
Pensions	**26,133**	18,953
Rent, rates and insurance	**65,881**	33,571
Light and heat	**4,112**	590
Postage, stationery and telephone	**1,990**	2,881
Repairs and maintenance	**763**	716
Software and licences	**24,462**	30,045
Travel and subsistence	**11,458**	9,353
Training	**11,937**	8,107
Legal and professional	**33,377**	28,022
Printing and publications	**1,175**	748
Sundry expenses and consumables	**2,009**	2,107
Advertising and recruitment	**16,609**	18,388
Counsellors' fees	**45,850**	41,397
Volunteer expenses	**1,467**	3,399
Depreciation of tangible fixed assets	**14,332**	4,072
	1,614,825	1,175,638
Support costs		
Staff costs		
Wages	**309,536**	226,002
Carried forward	**309,536**	226,002

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
Staff costs		
Brought forward	**309,536**	226,002
National insurance	**25,765**	19,441
Pensions	**5,998**	4,424
	341,299	249,867
Finance		
Mortgage interest	**4,588**	6,074
Other		
Postage, stationery and telephone	**38,504**	30,905
Repairs and maintenance	**(5,013)**	11,054
Equipment	**16,024**	573
Travel and subsistence	**3,278**	1,481
Training	**11,194**	3,922
Legal and professional fees	**88,662**	74,301
Bank charges	**474**	828
Sundry expenses and consumables	**2,677**	1,667
Advertising and recruitment	**9,747**	17,358
Other hire	**2,595**	2,077
Rent, rates and insurance	**14,262**	17,739
Light and heat	**6,041**	5,650
Software and licences	**54,615**	39,324
Depreciation of tangible fixed assets	**26,452**	24,122
	269,512	231,001
Governance costs		
Auditors' remuneration	**16,260**	11,280
Audit and accountancy fees	**12,000**	6,660
	28,260	17,940
Total resources expended	**2,258,484**	1,680,520
Net income	**645,938**	324,841

This page does not form part of the statutory financial statements

MID AND NORTH ESSEX MIND

England & Wales - Charity number 1064309

Accounts

REGISTERED COMPANY NUMBER: 03374820 (England and Wales)
REGISTERED CHARITY NUMBER: 1064309 (England and Wales)

MID AND NORTH ESSEX MIND
(A COMPANY LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2021

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

MID AND NORTH ESSEX MIND

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FOR THE YEAR ENDED 31 MARCH 2021

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and the audited financial statements for the year ended 31 March 2021.

Reference and administrative information set out on page 10 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

OBJECTIVES AND ACTIVITIES

Purposes and aims

"To support and empower people experiencing emotional and/or mental health problems to recover, building on their personal hopes and aspirations. We strive to provide a comprehensive community mental health service which meets individual's needs and promotes mental health awareness in our local community."

Our aims are:

- To be a resource for all people in the Colchester, Tendring and Mid Essex areas who identify themselves as experiencing mental and emotional distress and to provide a range of quality services and support to meet local needs.

- To actively engage in charitable campaigning related to local service provision and to seek to raise the profile of mental health issues locally through awareness raising.

- To maintain collaborative working and creative partnerships in the local area with other organisations who have the same philosophy as Mid & North East Essex Mind.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

ACTIVITIES

The charity provides a wide range support service to people living in Mid and North Essex. The focus of these services is low level intervention, although we do also deliver clinical services in conjunction with other providers. All of these services were free to access during this financial year aside from the fee paying counselling service.

The charity holds various contracts from funders across the localities including North East Essex Clinical Commissioning Group, Essex County Council, Mid and South Essex Clinical Commissioning Group and also holds various grants from grant giving bodies.

The services are normally delivered between Monday - Friday each working week. However, during the year we introduced Crisis Cafés which operate out of hours providing support to those in crisis and reducing the pressures on A&E departments. This approach has helped in providing a more robust framework of care and supports the statutory providers in the work they do.

Much work has gone into developing the organisations three-year business plan, which is now moving ahead. The development of the plan included staff feedback, service user comments and the wider community along with other providers. This has led to the charity reviewing many areas of its work, gaps in care/support and how it will manage demand following COVID-19.

ACHIEVEMENTS AND PERFORMANCE

The charity's main activities and who it tries to help are described below. All its charitable activities focus on supporting the community in relation to mental health and wellbeing and are undertaken to further Mid and North East Essex Mind's charitable purposes for the public benefit.

During the period 2020/21 Mid and North East Essex Mind achieved:

- Mind Quality Mark (National) - Service Design & Innovation
- Mind Quality Mark (National) - Information Governance
- Cyber Security Essentials Plus
- BACP Service Accreditation
- ISO 9001: 2015 Accreditation

As well as achieving the above during 2020/21, Mid and North East Essex Mind also continue to be a Mindful Employer and are registered with the Fundraising Regulator.

The charity continues to expand its reach across the localities that it is here to serve and further support those that need mental health and wellbeing services. This has mainly been due to securing new contracts such as the Crisis Cafés in North Essex, Sanctuary in Mid Essex along with the expanding Children and Young Peoples services known as MHST, that work within schools and colleges across North Essex.

During the first part of the financial period, we did see a decrease in referrals due to COVID-19 and in some cases, services were only launched in April, which resulted in a slow uptake and limited referrals.

IAPT Counselling

Referrals Received April '20 - March '21	2019/20	2018/19
256	360	442

The counselling service that operates within North Essex saw a reduction in referrals received compared to the previous year. However, it adapted quickly during the previous year due to the restrictions and can now offer in-house online therapy, remote working and telephone support. This was enabled by the support of the Essex Community Foundation.

STaR (Mid Essex)

Referrals Received April '20 - March '21	2019/20	2018/19
344	316	454

STaR (North Essex)

Referrals Received April '20 - March '21	2019/20	2018/19
445	558	909

Both of the above services continued to operate well during the period, although we saw a decrease in referrals throughout the first half of the year in some areas. These services are delivered in partnership with Hertfordshire Partnership Foundation Trust (HPFT) and form part of the overall IAPT service contracts in both Mid and North Essex.

Futures in Mind

Referrals Received April '20 - March '21	2019/20	2018/19
271	336	324

The Futures in Mind service is a collaboration between us, Phoenix Futures and Mind in West Essex. The service is designed to support those across Essex suffering with either mental health or substance misuse issues. The service continued to operate during the pandemic, although all support was offered remotely, and groups ceased. This impacted on referral rates for new service users.

ASD Connect

Referrals Received April '20 - March '21
55

North Essex Crisis Cafés (Clacton & Colchester)

Referrals Received April '20 - March '21
797

Mid Essex Sanctuary

Referrals Received April '20 - March '21
669

Both the Crisis Cafés and Sanctuary based in Mid Essex saw a slow start as both services were launched in April during the initial lockdown. However, these started to increase later in the year and the service has continued to expand. It's thought that during the next period we will increase the offer to cover day hours as well as evenings in order to provide a more robust offer for those that need the support.

MHST - Tendring

Referrals Received April '20 - March '21
291

The Mental Health Schools Team (MHST) in the Tendring area launched in January. This service didn't accept referrals in the first instance as this is linked with NHSE and HEE, with trainee staff not working with clients. This service was also impacted on by the pandemic as schools were shut and referrals were not identified.

GP Suicide Awareness Training

With the support of a local family who had experienced suicide within their own family network, we were able to develop the GP Suicide Awareness Training. Working with the local CCG's enabled us to more easily access those GP's within the locality offering free bespoke awareness training. The focus in on work colleague's wellbeing and is open to all staff working within GP practices.

Total People Supported 2020/21 - 3,128

FINANCIAL REVIEW

The financial year 2020/21 was a very difficult year due to the problems caused by the COVID Pandemic. This resulted in many changes to the way we work. Staff having to work from home for long periods, with relatively little use being made of our premises. It was also very difficult to recruit to our many vacant posts. Fortunately, our staff took on the additional work enabling us to continue to fulfil the many contracts we had now taken on. We thank them for their hard work and dedication.

We incurred increased costs as additional equipment was required for staff to work from home. However, we also made significant savings in staff costs due to the difficulty in recruiting.
Fundraising income was also badly affected by COVID with donations reducing by almost half. We feel confident that as life returns to normality income will once again increase.

During the year we were able to recruit an HR Manager which enabled us to try different recruitment methods and has resulted in many of the vacant posts now being filled. Overall income increased by £273,001 to £2,005,361 due to the new contracts we had entered into. Expenditure increased by £405,866 to £1,680,520 mainly due to increased staff costs to service the new contracts, this would have been significantly higher had we been able to fill all the vacant posts earlier in the year. We had anticipated a reduction in our assets during this financial year but due to the significant reduction in costs due to COVID this was not the case. However now that most vacancies have been filled we would expect to see our assets reduce by the end of the current financial year.

Our assets increased by £324,841 to £2,252,019 leaving us in a very healthy financial position. The value of our property accounted for £623,523 of this sum.

We continue to have a provision of £41,071 for dilapidations following our decision to vacate the property we were renting in Clacton at the end of March 2019. We still await agreement on a final figure from the Landlord.

We closely monitor our finances; to ensure we can continue to provide services that will benefit the local community for many years to come.

RESERVES POLICY

As we continue to see substantial variations to income streams each year, the trustees believe it prudent to ensure that we are always in a position to pay our staff and creditors. Our cash reserves are constantly reviewed to ensure that we can cover six months of expenditure and have sufficient flexibility to further our aims and meet the ever changing need and circumstances of our work.

INVESTMENT POLICY

The Trustees have discussed potential investments at length during the year and decided to adopt a cautious approach as we do not wish to risk our assets. We agreed to look for interest income and to diversify our deposits so that we could take advantage of FSCS protection which is £85,000 per bank.

Having looked at various options we opened an account with Flagstone, a cash platform, offering rates from numerous banks. Initially we deposited £275,000 and have recently agreed to add a further £190,000. We have split the funds between various banks with a maximum deposit of £85,000 to ensure we make the most of the FSCS guarantee. We agreed to keep the funds on fairly short term deposits currently with a maximum of 18 months fixed. These deposits are regularly reviewed to ensure we always have access to sufficient funds to meet our everyday needs.

We continue to look at potential investment opportunities in case we decide to change our policy and seek increased returns.

PRINCIPAL RISKS AND UNCERTAINTIES

The trustees maintain a risk register, which is reviewed by the senior management team and the trustees to ensure that the charity understands the potential risks. This is achieved by:

- Maintaining the risk register and reviewing at Board level
- Ensuring the correct level of insurance is in place for all functions, including fundraising events
- Establishing internal systems to provide efficient ways of working in line with the ongoing development of our ISO: 9001 accreditation

The significant areas that pose major risk are as follows:

- Insufficient skilled staff
- Reputational damage
- Decrease in voluntary income
- Loss of contracts
- Data breach

In order to minimise the above risks, actions have been taken that would reduce the scoring and significant impact. An example of this is the system we've used for storing client data along with the cyber essentials advance certification we have secured. Voluntary income reduction is due to COVID-19 and a review will take place at the end of Q2 2021/22.

RESERVES POLICY AND GOING CONCERN

The charity needs financial resources to achieve its purposes and must plan for the longer term to ensure continuity. During the year the trustees undertook a review of the level of reserves required having regard to the following:

- The charity forecasts of expenditure based on planned activity and the analysis of future needs.
- The reliability and volatility of income.
- Funds required for replacing assets.
- The need to cover contingencies and the ability to be able to respond to unexpected events or opportunities.

In line with current thinking, this is based on an assessment of the volatility and certainty of each of the organisation's main income streams; a potential need for unplanned or unexpected expenditure; and the requirement to maintain sufficient working capital to ensure the continuing smooth running of the charity. This assessment produced figures of £612,000 for income volatility, contingency and uncertainty, £150,000 for unplanned or unexpected expenditure, giving £752,000 in total.

The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resources and they believe the charity is able to manage its business risks successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that is has adequate resources to continue in operational existence for the near future. Therefore, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

FUNDRAISING

Fundraising has been significantly reduced compared to the previous year due to COVID-19, both community and corporate fundraising suffered due to cancelled events and government restrictions including lockdowns.

The fundraising team were subject to Furlough leave, with this being the best way to limit costs whilst the department was unable to function at full potential. There was an increase in Grant and Trust funding with funds, some of which being secured for a major IT overhaul, enabling us to be able to provide up to date IT infrastructure. This allows us to offer a variety of counselling options. such as face to face, video link and telephone services, all within Coronavirus guidelines moving forward. Digital fundraising activities however did increase, and it is apparent that this source of fundraising needs to be marketed and explored more in the future.

FUNDRAISING STANDARDS

Mid and North East Essex Mind are registered with the Fundraising Regulator and works within its code of fundraising practice and data protection laws. All this information can be located on our website, with the aim of reassuring those wishing to donate or fundraise on our behalf.

COMPLAINTS

During the period we received no complaints relating to our fundraising practice. This is the same as the previous two-year period. We view complaints and supported feedback as important information that helps shape the fundraising plans on an annual basis.

PLANS FOR THE FUTURE

Our ambition for Mid & North East Essex Mind over the next 3-year period. Now more than ever, we need to transform how we help and support those within the localities we are here to serve. The recent events surrounding COVID-19 have not only had a significant impact on services of the NHS and voluntary sector, but also on the people within our communities. Isolation and loneliness have always played a substantial part in how people manage their own wellbeing and this is now more important than ever.

As things continue to change we as a charity need to be thinking about how we adapt to the new normal, and what will be required moving forward. For the past several years, there has been a big push to move more into a digital world, something the voluntary sector is not good at, and generally further behind than most.

There is also an increasing demand for services within our field of expertise for people of all ages. It is our responsibility to ensure that we can meet those demands; this can only be achieved if we work closely with our communities and those that access our services.

Funding has been reduced, and as the economy is currently struggling, the feeling is this will affect the voluntary sector more than most. Therefore, it is important that this is taken into account and ways of becoming self-sustaining should be identified.

National Vision (Mind Network)

- **Staying well:** Support people likely to develop mental health problems, to stay well.
- **Empowering choice:** Empower people who experience a mental health problem to make informed choices about how they live and recover.
- **Improving services and support:** Ensure people get the right services and support at the right time to help their recovery and enable them to live with their mental health problems.
- **Enabling social participation:** Open the doors to people with experience of mental health problems participating fully in society.
- **Removing inequality of opportunity:** Gain equality of treatment for people who experience both mental health and other forms of discrimination.
- **Organisational excellence:** Make the most of our assets by building a culture of excellence.

Local Vision (MNE Essex Mind)

- **Improved experience:** To meet the emotional and physical needs of those experiencing mental health discrimination across both Mid and North East Essex.
- **Increased understanding:** To show empathy towards any person irrelevant of age, suffering from a mental health condition.
- **Access for all:** To promote inclusion to those who access our services into the wider community.
- **Diversity & Equality:** To have understanding of the diverse cultural needs of our community allowing equal access to healthcare services.
- **Collaborative Approaches:** To work in partnership with other agencies, providing a fluid continuity in care.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 16 May 1997 and registered as a charity on 10 September 1997.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

APPOINTMENT OF TRUSTEES

Those wishing to become a trustee of Mid and North East Essex Mind meet in the first instance with the Chair of the Board and the Chief Executive. Should there still be a position on the board and they continue to be interested they are invited to attend three meetings, which once attended, have to make a decision on becoming a member.

The board then elects or co-elects until the annual general meeting. One third of all trustees of the charity are then subject to re-confirmation by members of the company each year during the annual general meeting.

TRUSTEE INDUCTION TRAINING

All new trustees meet with the Chair of the Board and the Chief Executive once officially appointed. In addition they are offered time with each of the senior managers in order to gain a better understanding of the operational side of the organisation.

Each new trustee is required to complete the skills matrix and attend mandatory training provided by the NCVO and through in-house systems.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

Partnership working is an essential element of all the work that Mid & North East Essex Mind provides across the locality. It not only allows for a better way of delivering, but also provides the user with an improved experienced.

It is essential to know and understand whom we are working with when considering any form of partnership. After identifying a potential partner to work with on the delivery of a project/service, an assessment of the partner organisation is completed. This is to ensure that both parties are a good match and share the same overall vision.

- Vision
- Capacity
- Structure (including general management and governance)
- Financial Management
- Procurement
- People Management
- Project Management

All employees have the potential to identify opportunities and partnerships and should be encouraged to do so. Through strong leadership and strengthened communications, we will be able to proactively identify the correct opportunities prior to the procurement process-taking place.

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

All job roles within the charity are job matched and then graded using the most appropriate tools. This ensures that a true and fair pay is provided in order to attract the best candidates for the role. Where there maybe some discrepancy additional local benchmarking will take place.

The senior management team roles go through the same process and are then provided to the finance committee who will make recommendations to the board of trustees.

POLICY FOR EMPLOYMENT OF DISABLED PERSONS

Mid and North East Essex Mind is committed to providing high quality mental health care within a safe environment by appropriately qualified and competent staff. We aim to ensure that all staff act in a fair and consistent manner.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities in Mid & North East Essex Mind. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability.

Mid & North East Essex Mind is committed to a policy of treating all its employees and job applicants equally and to recruit the best person for each vacancy.

No employee or potential employee shall receive less favourable treatment or consideration during recruitment and selection on the ground of race, colour, religion or belief, nationality, ethnic origin, sexual orientation, gender, age, disability, marital status or part-time status or will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds.

ENERGY AND CARBON REPORTING

We will continue to strive for low energy costs and will seek alternative ways of powering the buildings that we occupy. This will involve a review of heating systems to ensure that boilers are energy efficient, glassing is of the correct standard and air conditioning units are properly maintained. We will also review the benefits of introducing solar panels to our main site on Mersea Road so that we can become a greener organisation.

Currently we only recycle approximately 35% of our waste across all sites. We will implement systems to monitor this more carefully and aim to have increased our recycling to 55% within 2 years.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03374820 (England and Wales)

Registered Charity number
1064309

Registered office
The Constantine Centre
272a Mersea Road
Colchester
Essex
C02 8QZ

Trustees
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

M Edwards	Chair
P Cheng	Vice Chair
P Pushman	Treasurer
S Barlow	
L Brewster	
J Wood	
I Beaumont (appointed 20 October 2020)	

Key management personnel

James McQuiggan	Chief Executive Officer
Kerrie Barker	Service Operations Manager
Duncan McCubbine	Business Operations Manager
Stephanie Mills	Marketing and Fundraising Manager

Senior Statutory Auditor
Joanna Pittman

Auditors
Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Bankers
Barclays Bank plc
9 High Street
Colchester
Essex
CO1 1DA

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

Fisher Jones Greenwood
Newcomen Way
Colchester Business Park
Essex
CO4 9YA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Mid and North Essex Mind for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was 7. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

AUDITORS
Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on **24th August 2021** and signed on the board's behalf by:

.....
P Pushman - Trustee

Independent auditor's report to the members of Mid and North Essex Mind.

Opinion
We have audited the financial statements of Mid and North Essex Mind (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:
- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Mid and North Essex Mind 's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Compaines Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior Statutory Auditor)
for and on behalf of Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Date: 8 September 2021

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**88,316**	**99,482**	**187,798**	685,469
Other charitable activities	4	**1,683,131**	**132,842**	**1,815,973**	1,043,553
Investment income	5	**1,590**	**-**	**1,590**	3,338
Total		**1,773,037**	**232,324**	**2,005,361**	1,732,360
EXPENDITURE ON					
Charitable activities	6				
Charitable activities		**1,450,379**	**230,141**	**1,680,520**	1,274,654
NET INCOME		**322,658**	**2,183**	**324,841**	457,706
Transfers between funds	19	**29,355**	**(29,355)**	**-**	-
Net movement in funds		**352,013**	**(27,172)**	**324,841**	457,706
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,328,808**	**598,370**	**1,927,178**	1,469,472
TOTAL FUNDS CARRIED FORWARD		**1,680,821**	**571,198**	**2,252,019**	1,927,178

The notes form part of these financial statements

MID AND NORTH ESSEX MIND
REGISTERED COMPANY NUMBER: 03374820 (England and Wales)
BALANCE SHEET
31 MARCH 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	12	**685,295**	661,129
CURRENT ASSETS			
Debtors	13	**111,188**	405,692
Cash at bank and in hand		**1,894,497**	1,163,646
		2,005,685	1,569,338
CREDITORS			
Amounts falling due within one year	14	**(324,435)**	(158,712)
NET CURRENT ASSETS		**1,681,250**	1,410,626
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,366,545**	2,071,755
CREDITORS			
Amounts falling due after more than one year	15	**(67,189)**	(94,437)
PROVISIONS FOR LIABILITIES	17	**(47,337)**	(50,140)
NET ASSETS		**2,252,019**	1,927,178
FUNDS	19		
Unrestricted funds:			
General fund		**271,138**	566,808
Designated fund - Contingency fund		**612,000**	612,000
Designated fund - Other		**150,000**	150,000
Designated fund - Fixed assets		**647,685**	-
		1,680,823	1,328,808
Restricted funds		**571,196**	598,370
TOTAL FUNDS		**2,252,019**	1,927,178

The financial statements were approved by the Board of Trustees and authorised for issue on 24th August 2021 and were signed on its behalf by:

.....
P Pushman - Trustee

The notes form part of these financial statements

MID AND NORTH ESSEX MIND

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	**2021** **£**	2020 £
Cash flows from operating activities			
Cash generated from operations	1	**813,442**	257,045
Net cash provided by operating activities		**813,442**	257,045
Cash flows from investing activities			
Purchase of tangible fixed assets		**(52,360)**	(26,740)
Interest received		**1,590**	3,338
Interest paid		**(6,074)**	(7,472)
Net cash used in investing activities		**(56,844)**	(30,874)
Cash flows from financing activities			
Loan repayments in year		**(25,747)**	(24,349)
Net cash used in financing activities		**(25,747)**	(24,349)
Change in cash and cash equivalents in the reporting period		**730,851**	201,822
Cash and cash equivalents at the beginning of the reporting period		**1,163,646**	961,824
Cash and cash equivalents at the end of the reporting period		**1,894,497**	1,163,646

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**324,841**	457,706
Adjustments for:		
Depreciation charges	**28,194**	19,202
Interest received	**(1,590)**	(3,338)
Interest paid	**6,074**	7,472
Movement on provisions	**(2,802)**	(2,519)
Decrease/(increase) in debtors	**294,502**	(264,096)
Increase in creditors	**164,223**	42,618
Net cash provided by operations	**813,442**	257,045

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20	Cash flow	**At 31.3.21**
	£	£	**£**
Net cash			
Cash at bank and in hand	**1,163,646**	**730,851**	**1,894,497**
	1,163,646	**730,851**	**1,894,497**
Debt			
Debts falling due within 1 year	**(25,661)**	**(1,501)**	**(27,162)**
Debts falling due after 1 year	**(94,437)**	**27,248**	**(67,189)**
	(120,098)	**25,747**	**(94,351)**
Total	**1,043,548**	**756,598**	**1,800,146**

The notes form part of these financial statements

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Constantine Centre, 272a Mersea Road, Colchester, Essex, CO2 8QZ, England.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentational and functional currency of these financial statements is sterling. Values are rounded to the nearest pound.

Incoming resources
All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable and entitlement is established.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended
Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

2. ACCOUNTING POLICIES - continued

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	-	0% - 2% on cost
Equipment	-	33% on cost

If an item is deemed to have an estimated useful life of greater than one year it is capitalised and subject to depreciation. Fixed assets are reviewed on a annual basis for impairment.

The land held within Freehold Land and Buildings is not subject to depreciation.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future projects or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Defined contribution plans
The company operates a defined contribution scheme for the benefit of its employees. Contributions payable are recognised in the profit and loss account when due.

Judgements and key sources of estimation uncertainty
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Going concern

The trustees have considered the financial position of the charity, its investment portfolio, its reserves, as well as its cash flow and liquid resource and they believe the charity is able to manage its business risk successfully. There are no material uncertainties that may cast doubt on the charity's ability to continue as a going concern. The trustees have a reasonable expectation that is has adequate resources to continue in operational existence for the near future. Therefore, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Financial instruments

Basic financial instruments are recognised at amortised cost.

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	**63,587**	126,563
Grants	**124,211**	558,906
	187,798	685,469

During the current financial year £63,587 (2020: £126,563) of donations were received with £500 (2020: £17,175) representing restricted funds and £63,087 (2020: £109,388) representing unrestricted funds.

Grants received for the year totalled £124,211 (2020: £558,906) with £98,980 (2020: £558,906) representing restricted funds and £25,231(2020: £Nil) representing unrestricted funds.

4. OTHER CHARITABLE ACTIVITIES

	2021	2020
	£	£
Other income from charitable activities	**1,805,210**	1,043,553
Government grant income	**10,763**	-
	1,815,973	1,043,553

Other income from charitable activities is derived from the provision of services by the charity. The nature of these services is as described in the Report of the Trustees.

Of the £1,815,973 (2020: £1,043,553) received in the year, £132,842 (2020: £6,819) represented restricted funds and £1,672,368 (2020: £1,036,734) represented unrestricted funds.

During the year, the charity received furlough claims from the government totalling £10,763 (2020: £Nil) under the Coronavirus Job Retention Scheme.

The sums assisted the charity in paying for staff members who were out on temporary leave (furlough) due to the coronavirus (COVID-19) global pandemic.

5. INVESTMENT INCOME

	2021	2020
	£	£
Bank interest receivable	**1,590**	3,338

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support Costs (see note 7)	**TOTAL**
	£	£	**£**
Staff costs	992,242	249,867	**1,242,109**
Premises (including depreciation)	38,233	47,511	**85,744**
General office	2,881	30,905	**33,786**
Finance costs	-	6,074	**6,074**
Auditors remuneration (Governance costs)	-	11,280	**11,280**
Accountancy fees (Governance costs)	-	6,660	**6,660**
Counsellors' fees	41,397	-	**41,397**
Other costs	100,885	152,585	**253,470**
	1,175,638	504,882	**1,680,520**

7. SUPPORT COSTS

	2021	2020
	£	£
Staff costs	**249,867**	268,308
Premises (including depreciation)	**47,511**	33,756
General office	**30,905**	25,898
Finance costs	**6,074**	7,472
Auditors remuneration (Governance costs)	**11,280**	4,800
Accountancy fees (Governance costs)	**6,660**	2,340
Other costs	**152,585**	141,476
	504,882	495,189

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	**11,280**	4,800
Depreciation - owned assets	**28,194**	19,203
Operating lease costs	**15,100**	15,100

9. TRUSTEES' REMUNERATION AND BENEFITS

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Trustees' expenses

During the year trustees' expenses were paid of £Nil (2020: £74) and no donations were received from the trustee's (2020: £Nil).

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	**1,135,156**	835,452
Social security costs	**83,576**	56,668
Other pension costs	**23,377**	17,742
	1,242,109	909,862

Included within wages and salaries is a settlement payment for £6,000. There was nothing outstanding with regards to this payment as at the year end.

The average monthly number of employees during the year was as follows:

	2021	2020
Number of staff	**65**	49

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	**1**	1

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total remuneration paid to key management personnel for services provided to the charity was £182,191 (2020: £192,120).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	109,387	576,082	685,469
Other charitable activities	1,036,734	6,819	1,043,553
Investment income	3,338	-	3,338
Total	1,149,459	582,901	1,732,360
EXPENDITURE ON			
Charitable activities			
Charitable activities	1,195,275	79,379	1,274,654
NET INCOME/(EXPENDITURE)	(45,816)	503,522	457,706
RECONCILIATION OF FUNDS			
Total funds brought forward	1,374,623	94,849	1,469,472
TOTAL FUNDS CARRIED FORWARD	1,328,807	598,371	1,927,178

12. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment £	Totals £
COST			
At 1 April 2020	**717,515**	**58,758**	**776,273**
Additions	**-**	**52,360**	**52,360**
At 31 March 2021	**717,515**	**111,118**	**828,633**
DEPRECIATION			
At 1 April 2020	**79,641**	**35,503**	**115,144**
Charge for year	**14,351**	**13,843**	**28,194**
At 31 March 2021	**93,992**	**49,346**	**143,338**
NET BOOK VALUE			
At 31 March 2021	**623,523**	**61,772**	**685,295**
At 31 March 2020	637,874	23,255	661,129

12. TANGIBLE FIXED ASSETS - continued

The value of land included within Freehold Land and Buildings is estimated to be £320,000 (2020: £320,000). This is not depreciated.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	**33,664**	115,086
Prepayments and accrued income	**77,524**	290,606
	111,188	405,692

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Bank loans (see note 16)	**27,162**	25,661
Trade creditors	**20,080**	28,627
Other taxes and social security	**25,113**	14,075
Other creditors	**11,951**	3,373
Accruals and deferred income	**199,058**	45,905
Dilapidations provision	**41,071**	41,071
	324,435	158,712

	2021	2020
	£	£
Deferred income	**180,888**	20,456
	180,888	20,456

Income from contracts for the supply of services is recognised with the delivery of the service. Where the completion of the delivery of the service occurs past year end this element of the income is treated as deferred income at the year end.

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Bank loans (see note 16)	**67,189**	94,437

16. LOANS

The bank loan comprises of a commercial mortgage from the bank. The interest rate on the mortgage is a fixed rate of 5.68% per annum. The loan is secured against the Mersea Road property.

Included within creditors: amounts falling due after more than one year is an amount of £Nil (2020: £8,124) in respect of bank loans payable or repayable by instalments which fall due for payment after more than five years from the reporting date.

17. PROVISIONS FOR LIABILITIES

	Pensions and similar obligations
	£
At 1 April 2020	**50,140**
Reversal in year	**(2,803)**
At 31 March 2021	**47,337**

For further detailed information regarding the 'TPT Retirement Solutions - The Growth Plan' scheme please refer to note 22 within these financial statements.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	**2021 Total funds**
	£	£	**£**
Fixed assets	647,685	37,610	**685,295**
Current assets	1,464,488	541,197	**2,005,685**
Current liabilities	(316,824)	(7,611)	**(324,435)**
Long term liabilities	(67,189)	-	**(67,189)**
Provisions for liabilities	(47,337)	-	**(47,337)**
	1,680,823	571,196	**2,252,019**

Comparatives for analysis of net assets between funds

	Unrestricted funds	Restricted funds	**2020 Total funds**
	£	£	**£**
Fixed assets	661,129	-	**661,129**
Current assets	959,250	610,088	**1,569,338**
Current liabilities	(146,994)	(11,718)	**(158,712)**
Long term liabilities	(94,437)	-	**(94,437)**
Provisions for liabilities	(50,140)	-	**(50,140)**
	1,328,808	598,370	**1,927,178**

19. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	**566,808**	**322,660**	**(618,330)**	**271,138**
Designated fund - Contingency fund	**612,000**	**-**	**-**	**612,000**
Designated fund - Other	**150,000**	**-**	**-**	**150,000**
Designated fund - Fixed assets	**-**	**-**	**647,685**	**647,685**
	1,328,808	**322,660**	**29,355**	**1,680,823**
Restricted funds				
Chat With Charlie	**21,579**	**7,776**	**(29,355)**	**-**
NHS ASD Project	**203,616**	**50,356**	**-**	**253,972**
Nature In Mind	**6,035**	**-**	**-**	**6,035**
Essex Wide Crisis Cafe	**357,264**	**(127,641)**	**-**	**229,623**
Suicide Awareness Training	**21,594**	**7,415**	**-**	**29,009**
Education Mental Health Practitioner	**(11,718)**	**4,107**	**-**	**(7,611)**
COVID-19 Costs	**-**	**18,558**	**-**	**18,558**
ECF - IT Upgrade	**-**	**37,610**	**-**	**37,610**
STaRs North Essex (Summer Project)	**-**	**4,000**	**-**	**4,000**
	598,370	**2,181**	**(29,355)**	**571,196**
TOTAL FUNDS	**1,927,178**	**324,841**	**-**	**2,252,019**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**1,773,037**	**(1,450,377)**	**322,660**
Restricted funds			
Chat With Charlie	**12,062**	**(4,286)**	**7,776**
NHS ASD Project	**100,500**	**(50,144)**	**50,356**
Essex Wide Crisis Cafe	**(79,999)**	**(47,642)**	**(127,641)**
Suicide Awareness Training	**10,000**	**(2,585)**	**7,415**
Education Mental Health Practitioner	**120,781**	**(116,674)**	**4,107**
COVID-19 Costs	**24,479**	**(5,921)**	**18,558**
ECF - IT Upgrade	**40,501**	**(2,891)**	**37,610**
STaRs North Essex (Summer Project)	**4,000**	**-**	**4,000**
	232,324	**(230,143)**	**2,181**
TOTAL FUNDS	**2,005,361**	**(1,680,520)**	**324,841**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	712,623	(45,815)	(100,000)	566,808
Designated fund - Contingency fund	612,000	-	-	612,000
Designated fund - Other	50,000	-	100,000	150,000
	1,374,623	(45,815)	-	1,328,808
Restricted funds				
Chat With Charlie	(4,691)	26,270	-	21,579
NHS ASD Project	99,540	104,076	-	203,616
Nature In Mind	-	6,035	-	6,035
Essex Wide Crisis Cafe	-	357,264	-	357,264
Suicide Awareness Training	-	21,594	-	21,594
Education Mental Health Practitioner	-	(11,718)	-	(11,718)
	94,849	503,521	-	598,370
TOTAL FUNDS	1,469,472	457,706	-	1,927,178

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,149,459	(1,195,274)	(45,815)
Restricted funds			
Chat With Charlie	49,872	(23,602)	26,270
NHS ASD Project	133,000	(28,924)	104,076
Nature In Mind	6,035	-	6,035
Essex Wide Crisis Cafe	365,000	(7,736)	357,264
Suicide Awareness Training	22,175	(581)	21,594
Education Mental Health Practitioner	6,819	(18,537)	(11,718)
	582,901	(79,380)	503,521
TOTAL FUNDS	1,732,360	(1,274,654)	457,706

The trustees have allocated reserves to the above designated funds for the following purpose:

Capital fund
This fund is to ensure that the charity has sufficient reserves to cover up to six months running costs.

19. MOVEMENT IN FUNDS - continued

Other
This fund includes sufficient reserves to cover maintenance and improvement costs to the property and IT systems, as well as costs to be incurred in the tendering of future projects.

Restricted fund - Charles Watkins Donations
This fund includes donations received relating to the Charlie Watkins Foundation. The funds are being used to set up a service providing students with a one-to-one or group chat session with a trained volunteer. A transfer of £29,355 has been made to adjust for costs unincurred for the project in 2018/19 that were allocated to unrestricted due to slow payments of the funds.

Restricted fund - NHS ASD Project
This fund relates to grant income to be used solely for the purpose of delivering early intervention and support to Young people aged 16-19 in North East Essex who are not in education, employment or training.

Restricted fund - Nature in Mind
This fund is used to provide weekly allotment sessions at the Mersea Road allotment.

Restricted fund - Out of Hours Crisis Cafe
This fund is used to run an out of hours service providing a safe alternative to A&E to support people and their carers who are experiencing a mental health crisis or emotional distress.

Restricted fund - Suicide Awareness
This fund is currently holding donations for a GP Suicide awareness training project.

Restricted fund - Educational Mental Health Practitioner
This fund is currently assisting in the education and training of mental health practitioners.

Additional grant funding was received after the year end, returning the balance of this fund to a surplus.

20. OTHER FINANCIAL COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Not later than 1 year	**15,100**	15,100
Between 1 - 5 years	**52,850**	67,950
	67,950	83,050

21. RELATED PARTY DISCLOSURES

During the year an affiliation fee of £1,375 (2020:£1,375) was paid to Mind. There were no amounts remaining payable at the year end.

22. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions		
From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

22. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

PRESENT VALUES OF PROVISION

	31 March 2021 £	31 March 2020 £	31 March 2019 £
Present value of provisions	11,637	13,789	16,727

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2021 £	**Period Ending** 31 March 2020 £
Provision at start of period	13,789	16,727
Unwinding of the discount factor (interest expense)	309	212
Deficit contribution paid	(2,859)	(2,776)
Remeasurements - impact of any change in assumptions	398	(374)
Remeasurements - amendments to contribution schedule	-	-
Provision at end of period	11,637	13,789

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2021 £	**Period Ending** 31 March 2020 £
Interest expense	309	212
Remeasurements - impact of any change in assumptions	398	(374)
Remeasurements - amendments to contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

22. TPT RETIREMENT SOLUTIONS - THE GROWTH PLAN - continued

ASSUMPTIONS

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 March 2021 £	31 March 2020 £	31 March 2019 £
Year 1	2,945	2,859	2,776
Year 2	3,033	2,945	2,859
Year 3	3,124	3,033	2,945
Year 4	2,682	3,124	3,033
Year 5	-	2,682	3,124
Year 6	-	-	2,682
Year 7	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**63,587**	126,563
Grants	**124,211**	558,906
	187,798	685,469
Other charitable activities		
Other income from charitable activities	**1,805,210**	1,043,553
Government grant income	**10,763**	-
	1,815,973	1,043,553
Investment income		
Bank interest receivable	**1,590**	3,338
Total incoming resources	**2,005,361**	1,732,360
EXPENDITURE		
Charitable activities		
Wages	**909,154**	593,533
National insurance	**64,135**	37,138
Pensions	**18,953**	10,883
Rent, rates and insurance	**33,571**	15,882
Light and heat	**590**	-
Postage, stationery and telephone	**2,881**	1,148
Repairs and maintenance	**716**	17
Software and licences	**30,045**	7,383
Travel and subsistence	**9,353**	25,462
Training	**8,107**	499
Legal and professional	**28,022**	27,670
Printing and publications	**748**	1,852
Member activities and other costs	**-**	156
Bank charges	**-**	9
Sundry expenses and consumables	**2,107**	114
Advertising and recruitment	**18,388**	12,672
Counsellors' fees	**41,397**	47,532
Volunteer expenses	**3,399**	3,802
Depreciation of tangible fixed assets	**4,072**	4,852
	1,175,638	790,604

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Support costs		
Staff costs		
Wages	**226,002**	241,919
National insurance	**19,441**	19,530
Pensions	**4,424**	6,859
	249,867	268,308
Finance		
Mortgage interest	**6,074**	7,472
Other		
Postage, stationery and telephone	**30,905**	25,898
Repairs and maintenance	**11,054**	10,138
Equipment	**573**	2,887
Travel and subsistence	**1,481**	6,591
Training	**3,922**	3,542
Legal and professional fees	**74,301**	78,035
Bank charges	**828**	584
Sundry expenses and consumables	**1,667**	5,594
Advertising and recruitment	**17,358**	2,432
Other hire	**2,077**	5,636
Rent, rates and insurance	**17,739**	14,193
Light and heat	**5,650**	5,213
Software and licences	**39,324**	26,037
Depreciation of tangible fixed assets	**24,122**	14,350
	231,001	201,130
Governance costs		
Auditors' remuneration	**11,280**	4,800
Audit and accountancy fees	**6,660**	2,340
	17,940	7,140
Total resources expended	**1,680,520**	1,274,654
Net income	**324,841**	457,706