

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

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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.

MID AND NORTH ESSEX MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**
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.

MID AND NORTH ESSEX MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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 is on work colleague's wellbeing and is open to all staff working within GP practices.

Total People Supported 2021/22 - 6,451

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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
-

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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 it 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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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.

MID AND NORTH ESSEX MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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
CO2 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

P Cheng

P Pushman

S Barlow

L Brewster

D Wordsworth

J Wood (resigned 30 April 2021)

I Beaumont

Chair

Vice Chair

Treasurer

Key management personnel

James McQuiggan

Kerrie Barker

Duncan McCubbine

Stephanie Mills

Chief Executive Officer

Service Operations Manager

Business Operations Manager

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

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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.

MID AND NORTH ESSEX MIND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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, on12 October 2022..... and signed on the board's behalf by:

P Pushman - Trustee

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

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.

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

Opinions 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' 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		<u>548,263</u>	<u>273,813</u>
		2,452,418	2,005,685
CREDITORS			
Amounts falling due within one year	14	(117,299)	(324,435)
NET CURRENT ASSETS		<u>2,335,119</u>	<u>1,681,250</u>
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		<u>2,897,957</u>	<u>2,252,019</u>
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		<u>620,251</u>	<u>647,685</u>
		2,326,482	1,680,823
Restricted funds		<u>571,475</u>	<u>571,196</u>
TOTAL FUNDS		<u>2,897,957</u>	<u>2,252,019</u>

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	<u>482,271</u>	<u>813,442</u>
Net cash provided by operating activities		<u>482,271</u>	<u>813,442</u>
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		<u>(4,588)</u>	<u>(6,074)</u>
Net cash used in investing activities		<u>(277,133)</u>	<u>(330,657)</u>
Cash flows from financing activities			
Loan repayments in year		<u>(27,232)</u>	<u>(25,747)</u>
Net cash used in financing activities		<u>(27,232)</u>	<u>(25,747)</u>
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		<u>1,620,684</u>	<u>1,163,646</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,798,590</u></u>	<u><u>1,620,684</u></u>

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	<u>(167,653)</u>	<u>164,223</u>
Net cash provided by operations	<u>482,271</u>	<u>813,442</u>

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	<u>1,620,684</u>	<u>177,906</u>	<u>1,798,590</u>
	<u>1,620,684</u>	<u>177,906</u>	<u>1,798,590</u>
Debt			
Debts falling due within 1 year	(27,162)	(1,588)	(28,750)
Debts falling due after 1 year	<u>(67,189)</u>	<u>28,821</u>	<u>(38,368)</u>
	<u>(94,351)</u>	<u>27,233</u>	<u>(67,118)</u>
Total	<u>1,526,333</u>	<u>205,139</u>	<u>1,731,472</u>

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

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.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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 it 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	<u>86,922</u>	<u>124,211</u>
	<u>198,496</u>	<u>187,798</u>

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>2,702,925</u>	<u>1,815,973</u>

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	<u>3,001</u>	<u>1,590</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>1,614,825</u>	<u>643,659</u>	<u>2,258,484</u>

	Direct Costs	Support Costs (see note 7)	2021 TOTAL
	£	£	£
Comparatives for charitable activities costs			
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
	<u>1,175,638</u>	<u>504,882</u>	<u>1,680,520</u>

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
	<u>643,659</u>	<u>504,882</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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	<u>18,700</u>	<u>15,100</u>

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	<u>32,131</u>	<u>23,377</u>
	<u>1,720,702</u>	<u>1,242,109</u>

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
	91	65
Number of staff	<u>91</u>	<u>65</u>

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

	2022	2021
	1	1
£60,001 - £70,000	<u>1</u>	<u>1</u>

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).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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	<u>6,404</u>	<u>77,524</u>
	<u>105,565</u>	<u>111,188</u>

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	<u>-</u>	<u>41,071</u>
	<u>117,299</u>	<u>324,435</u>

	2022	2021
	£	£
Deferred income	<u>-</u>	<u>180,888</u>
	<u>-</u>	<u>180,888</u>

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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

	2022	2021
	£	£
Bank loans (see note 16)	<u>38,368</u>	<u>67,189</u>

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	<u>(2,937)</u>
At 31 March 2022	<u><u>44,400</u></u>

For further detailed information regarding the 'TPT Retirement Solutions - The Growth Plan' scheme please refer to note 22 within these financial statements.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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)
	<u>2,326,482</u>	<u>571,475</u>	<u>2,897,957</u>

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)
	<u>1,680,823</u>	<u>571,196</u>	<u>2,252,019</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>1,680,823</u>	<u>645,659</u>	<u>-</u>	<u>2,326,482</u>
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
	<u>571,196</u>	<u>279</u>	<u>-</u>	<u>571,475</u>
TOTAL FUNDS	<u>2,252,019</u>	<u>645,938</u>	<u>-</u>	<u>2,897,957</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>202,446</u>	<u>(202,167)</u>	<u>279</u>
TOTAL FUNDS	<u><u>2,904,422</u></u>	<u><u>(2,258,484)</u></u>	<u><u>645,938</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>1,328,808</u>	<u>322,660</u>	<u>29,355</u>	<u>1,680,823</u>
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
	<u>598,370</u>	<u>2,181</u>	<u>(29,355)</u>	<u>571,196</u>
TOTAL FUNDS	<u>1,927,178</u>	<u>324,841</u>	<u>-</u>	<u>2,252,019</u>

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
	<u>232,324</u>	<u>(230,143)</u>	<u>2,181</u>
TOTAL FUNDS	<u>2,005,361</u>	<u>(1,680,520)</u>	<u>324,841</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<hr/>	<hr/>
	84,280	67,950
	<hr/>	<hr/>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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)
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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 1 st April)
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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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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	<u>86,922</u>	<u>124,211</u>
	198,496	187,798
Other charitable activities		
Other income from charitable activities	2,702,145	1,805,210
Government grant income	<u>780</u>	<u>10,763</u>
	2,702,925	1,815,973
Investment income		
Bank interest receivable	<u>3,001</u>	<u>1,590</u>
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	<u>14,332</u>	<u>4,072</u>
	1,614,825	1,175,638
Support costs		
Staff costs		
Wages	309,536	226,002
Carried forward	309,536	226,002

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MID AND NORTH ESSEX MIND

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
	<u>341,299</u>	<u>249,867</u>
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
	<u>269,512</u>	<u>231,001</u>
Governance costs		
Auditors' remuneration	16,260	11,280
Audit and accountancy fees	12,000	6,660
	<u>28,260</u>	<u>17,940</u>
Total resources expended	<u>2,258,484</u>	<u>1,680,520</u>
Net income	<u>645,938</u>	<u>324,841</u>

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