

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

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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.

MID AND NORTH ESSEX MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

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.

MID AND NORTH ESSEX MIND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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 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

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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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.

**REPORT OF THE TRUSTEES
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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
CO2 8QZ

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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.

MID AND NORTH ESSEX MIND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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

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 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 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:

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

- 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		<u>2,708,346</u>	<u>50,961</u>	<u>2,759,307</u>	<u>2,904,422</u>
EXPENDITURE ON					
Charitable activities	6				
Charitable activities		<u>2,651,020</u>	<u>8,355</u>	<u>2,659,375</u>	<u>2,258,484</u>
NET INCOME		57,326	42,606	99,932	645,938
Transfers between funds	20	<u>371,246</u>	<u>(371,246)</u>	-	-
Net movement in funds		428,572	(328,640)	99,932	645,938
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>2,326,482</u>	<u>571,475</u>	<u>2,897,957</u>	<u>2,252,019</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>2,755,054</u></u>	<u><u>242,835</u></u>	<u><u>2,997,889</u></u>	<u><u>2,897,957</u></u>

The notes form part of these financial statements

MID AND NORTH ESSEX MIND

BALANCE SHEET
31 MARCH 2023

		2023	2022
	Notes	£	£
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

MID AND NORTH ESSEX MIND**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	<u>426,907</u>	<u>482,271</u>
Net cash provided by operating activities		<u>426,907</u>	<u>482,271</u>
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		<u>(3,052)</u>	<u>(4,588)</u>
Net cash provided by/(used in) investing activities		<u>(700,285)</u>	<u>(277,133)</u>
Cash flows from financing activities			
Loan repayments in year		<u>(28,770)</u>	<u>(27,232)</u>
Net cash used in financing activities		<u>(28,770)</u>	<u>(27,232)</u>
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		<u>1,798,590</u>	<u>1,620,684</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,496,442</u></u>	<u><u>1,798,590</u></u>

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	<u>400,065</u>	<u>(167,653)</u>
Net cash provided by operations	<u>426,907</u>	<u>482,271</u>

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	<u>1,798,590</u>	<u>(302,148)</u>	<u>1,496,442</u>
	<u>1,798,590</u>	<u>(302,148)</u>	<u>1,496,442</u>
Debt			
Debts falling due within 1 year	(28,750)	(1,676)	(30,426)
Debts falling due after 1 year	<u>(38,368)</u>	<u>30,446</u>	<u>(7,922)</u>
	<u>(67,118)</u>	<u>28,770</u>	<u>(38,348)</u>
Total	<u>1,731,472</u>	<u>(273,378)</u>	<u>1,458,094</u>

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 an 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 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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

3. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	161,053	111,574
Grants	8,513	86,922
	<u>169,566</u>	<u>198,496</u>

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
	<u>2,581,233</u>	<u>2,702,925</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 £2,581,233 (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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

5. INVESTMENT INCOME

	2023	2022
	£	£
Bank interest receivable	<u>8,508</u>	<u>3,001</u>

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	<u>205,708</u>	<u>148,030</u>	<u>353,738</u>
	<u>2,075,400</u>	<u>583,975</u>	<u>2,659,373</u>

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	<u>103,257</u>	<u>184,253</u>	<u>287,510</u>
	<u>1,614,825</u>	<u>643,659</u>	<u>2,258,484</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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	<u>148,030</u>	<u>184,253</u>
	<u>583,975</u>	<u>643,659</u>

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	<u>31,790</u>	<u>18,700</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 (2022: £Nil) and no donations were received from the trustee's (2022: £Nil).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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
	<u>2,073,694</u>	<u>1,720,702</u>

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
	<u>97</u>	<u>91</u>

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	<u>1</u>	<u>-</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 £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	<u>3,001</u>	<u>-</u>	<u>3,001</u>
Total	<u>2,701,976</u>	<u>202,446</u>	<u>2,904,422</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	2,056,315	202,169	2,258,484
Net Income	645,661	277	645,938

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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	<u>2,326,484</u>	<u>571,473</u>	<u>2,897,957</u>

12. EXCEPTIONAL ITEMS

	2023 £	2022 £
Depreciation adjustment - Mersea Road	<u>(48,500)</u>	-
	<u>(48,500)</u>	-

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

13. TANGIBLE FIXED ASSETS

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

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	<u>57,090</u>	<u>6,404</u>
	<u>113,672</u>	<u>105,565</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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
	<u>519,040</u>	<u>117,299</u>
	2023	2022
	£	£
Deferred income	<u>25,000</u>	-
	<u>25,000</u>	<u>-</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.

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

	2023	2022
	£	£
Bank loans (see note 17)	<u>7,922</u>	<u>38,368</u>

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

18. PROVISIONS FOR LIABILITIES

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

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	<u>(1,965)</u>	<u>-</u>	<u>(1,965)</u>
	<u>2,755,054</u>	<u>242,835</u>	<u>2,997,889</u>

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	<u>(44,400)</u>	<u>-</u>	<u>(44,400)</u>
	<u>2,326,482</u>	<u>571,475</u>	<u>2,897,957</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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
	<u>2,326,482</u>	<u>57,326</u>	<u>371,246</u>	<u>2,755,054</u>
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)	-
	<u>571,475</u>	<u>42,606</u>	<u>(371,246)</u>	<u>242,835</u>
TOTAL FUNDS	<u>2,897,957</u>	<u>99,932</u>	<u>-</u>	<u>2,997,889</u>

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
	<u>50,961</u>	<u>(8,355)</u>	<u>42,606</u>
TOTAL FUNDS	<u>2,759,307</u>	<u>(2,659,375)</u>	<u>99,932</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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	<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 2023

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

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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
	<hr/>	<hr/>
	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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

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.

MID AND NORTH ESSEX MIND**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

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MID AND NORTH ESSEX MIND

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	<u>16,937</u>	<u>14,332</u>
	2,075,398	1,614,825
Support costs		
Staff costs		
Wages	325,048	309,536
National insurance	29,037	25,765
Pensions	<u>(26,481)</u>	<u>5,998</u>
	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	<u>14,470</u>	<u>26,452</u>
	267,893	269,512
Governance costs		
Auditors' remuneration	22,288	16,260
Audit and accountancy fees	<u>11,640</u>	<u>12,000</u>
Total resources expended	<u>2,659,375</u>	<u>2,258,484</u>
Net income	<u>99,932</u>	<u>645,938</u>

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