



Mind in Harrow

Registered Charity Number 1067480
Registered Company Number 03351324

Trustees' Annual Report & Financial Statements

Year Ended 31 March

2023

Contents

TRUSTEES' ANNUAL REPORT

Legal and Administrative Information	3
Chair's Foreword	4
Our Vision, Mission, Values, & Strategic Priorities	5
Delivering Public Benefit	5
Achievements & Performance	5
Policy Review	6
Our Services	6-7
Other Income Generation	8
Structure, Governance & Management	9-11
Statement of Trustees Responsibilities	12
Acknowledgements – Funders & Partners	13
Financial Review	14-15
Approval	15

AUDITED ACCOUNTS

Report of the Auditors	16-17
Statement of Financial Activities	18
Balance Sheet	19
Statement of Cash Flows	20
Notes to the Accounts	21-34

LEGAL and ADMINISTRATIVE

Name: Mind in Harrow

Company Number: 3351324

Charity Number: 1067480

Principal Address: 132-134 College Road
Harrow
Middlesex HA1 1BQ

Trustees:

Jillian Anderson

Jeffrey Defries (Chair)

Kanchan Desai

Nitasha Dhiri

Adelle Henry

Robert Pender

Colin Powell

Komal Raja

Appointed

13/06/2022

09/05/2022

09/05/2022

Resigned

13/06/2022

13/06/2022

05/10/2022

03/10/2022

14/11/2022

Co-options: Raymond Bannerman, Harrow User Group
Leroy Rose, Harrow User Group

Company Secretary: Anna Ware

Senior Management Team

Anna Ware

Chief Executive

Sabrina Solomon

Head of Services

Neil Hedgecock

Head of Finance

Deniz Csernoklavek

Service Manager

Corinna Weber-Gray

Service Manager

Auditors: Goldwins Limited
75 Maygrove Road, West Hampstead, London NW6 2EG

Bankers: HSBC
Harrow Branch, 26-28 St Ann's Road, Harrow HA1 1LA

Solicitors: Bates Wells, 10 Queen Street Place, London EC4R 1BE

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

CHAIR'S FOREWORD

This is my first full year report and I shall start it by acknowledging all those who have contributed to a busy and productive year.

I must begin by thanking those trustees who have stepped down from the board - Hansraj Shah, Neema Jagatia, Neelam Farzana and Tasneem Shikoh and by welcoming two new trustees- Adelle Henry and Nitasha Dhiri. Contributing to the board is all about experience, expertise and enthusiasm.

We have also appointed our first ever Patron- Lord Daniel Finkelstein and I am pleased to welcome him too to our charity.

I am delighted that we have confirmed Anna Ware as our permanent Chief Executive – her agenda is full and ranges from the operational to the strategic and I am confident that she will bring inspirational leadership to the organisation. The challenges of focussing on what we do best and where our work can have the greatest impact runs alongside the tough funding imperative.

Over the past year our staff have delivered a wide range of services to support those living with mental ill-health and we have increased face to face activities post-pandemic, all of which you can read about in this annual report. There is no doubt that what we do and the services we provide are of vital importance to the people and families of Harrow.

During the year we have delivered on an ambitious restructuring programme, recruiting a Head of Services and a

Communications and Marketing coordinator to support the growth of the charity and to improve our delivery strategy.

We aim to be flexible and nimble in how we react to changing needs and requirements.

During the course of the year we were subject to something called MQM (Mind

Quality Management)- an inspection that we passed with flying colours!

As always, we are grateful to our volunteers, supporters and funders for their help and commitment to the charity.

The year 2023-24 will be challenging for us on every front. We have a growth strategy but that growth must see us concentrating and developing the services we are best qualified to provide. In parallel we must develop a funding strategy for both the charity as a whole and in relation to particular services.

The need for improved mental health and wellbeing lies at the heart of what we do and what we shall continue to do.

I am confident that we have a team in place- staff and trustees- to deliver on these ambitions.

Jeffrey Defries
Chair of Trustees

OUR VISION, MISSION AND VALUES

Our Charitable Objectives

The objects of Mind in Harrow, as stated in the Articles of Association, are:

- to promote the preservation of good mental health in particular by enabling and empowering any person experiencing mental health problems to live with, manage and recover from their condition; and
- to relieve the needs of people with mental health problems and those who support them by working to increase the understanding of mental health and mental health issues through gathering and disseminating information and working to raise awareness, promote understanding and challenge stigma and discrimination.

Our vision

We will not give up until everyone experiencing a mental health problem gets both support and respect.

Our mission

We provide information and support to empower anyone experiencing a mental health problem from all our local communities. We campaign together with people experiencing mental health problems to improve local services, raise awareness, and promote understanding.

Our Values and Culture

Our values are at the heart of what we do:

Open - We reach out to anyone who needs us.

Together - We're stronger in partnership.

Responsive - We listen, we act.

Independent - We speak out fearlessly.

Unstoppable - We never give up.

Public Benefit Statement

The Trustees consider that they have complied with Section 17 of the Charities Act 2011 with regards to the guidance on public benefit published by the Charity Commission.

The Trustees review the aims, objectives, and activities of the charity each year. This report considers the charity's achievements and its outcomes 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.

Achievements and Performance

The charity's main activities are described below.

All its charitable activities focus on the development of services for clients who suffer mental health distress and/or emotional needs residing in the borough of Harrow.

These charitable activities are undertaken to further Mind in Harrow's charitable purposes for the public benefit.

During the year working with national Mind, our neighbouring Mind's in West London, and other partner agencies, Mind in Harrow campaigned to challenge discrimination and reduce stigma around mental health.

Policy Review

Our organisation has seen many changes in this past year, which has changed our culture, working environment and organisational expectations. This has resulted in a review of a number of policies, in particular our HR related policies, our GDPR policies and our health and safety policies.

Our services

Harrow Talking Therapies

Mind in Harrow delivers the 'Step 2' element of Harrow's Talking Therapies service in partnership with CNWL NHS Foundation Trust. The service is for individuals experiencing common mental health problems such as depression, low mood, anxiety and/or stress, providing free access to therapies including Cognitive Behavioural Therapy (CBT), guided self-help, time-limited counselling, and employment support. Treatments are personalised so can be accessed via workshops or one-to-one (over the telephone, online or face-to-face).

For 2022-23 we successfully achieved our targets, receiving more than 5000 referrals and providing 12,846 booked appointments, including assessments, 1to1 treatments and groups workshops. Our recovery rate was 54% over the year, exceeding the target of 50%.

Stepping Stones

Stepping Stones offers a tailored course programme, following term times, for adults with mental health needs and delivers a range of education, leisure and physical activity courses in mainstream venues. The project enables service users to move into mainstream courses, leisure activities and volunteering, giving them greater control over their lives and renewed confidence and independence. Stepping Stones aims to help people with mild to moderate mental health issue to: reduce isolation, develop

relationships, develop routines, learn new skills, develop confidence/self-esteem, and act a bridge to move back into mainstream activities.

Across the 12 months we ran a total of 14 individual courses and 1 workshop, providing 269 course hours to 186 learners, of which 56 were new to our service. Of these learners 8 found employment, 4 went to further education, 16 into volunteering with ourselves and other charities in Harrow.

HeadsUp

HeadsUp is a young-people's mental health service run in a consortium partnership led by Mind in Harrow with four other voluntary organisations: Mosaic LGBT Youth Centre, Paiwand (Solidarity & Support for Refugees), Centre for ADHD and Autism Support and The WISH Centre.

The service offers peer-led mental wellbeing workshops delivered by Mind in Harrow, and specialist one-to-one and group sessions delivered by the partner organisations. It is a free and confidential service for young people aged 11-25 in Harrow.

We supported 2,341 in the year, of which 93% report increased mental health awareness (target 85%); 88% report improved resilience to care for their own or a friends' mental health (target 75%).

HeadsUp also works with parents via our outreach and engagement activities and by the expansion of our support packages to schools.

Mind in Harrow also deliver 34 specialists mental wellbeing workshop programme delivered by trained young people with a lived experience of mental ill-health in secondary schools, youth services and colleges.

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

Service user Involvement - Harrow User Group (HUG) & Experts by Experience (EbE)

Funded by Harrow Council and the NHS, the User Involvement Project supports the Harrow User Group (HUG) and the Experts by Experience projects.

The number of registered members of the Harrow User Group stands at 400.

There were 4 HUG forums in the year and a further 44 co production meetings.

Other achievements in the year included 20 inpatient ward visits, 4 PLACE inspections.

We held 6 Stigma Busting Masterclasses delivered to 308 delegates (students and teaching fellows). 72% of delegates reported that their perception of mental health inpatients had shifted following the masterclass.

Achievements of the reps and advisors included, 5 moving on to employment, 2 moving into higher education and 1 advisor was elected to the council of governors of CNWL foundation Trust.

Befriending Services

Our one-to-one befriending service reduces social isolation and improves the quality of life for adults in Harrow experiencing mental health issues who feel isolated and lonely.

In total, 22 service users were supported by our befriending services for this period. It is funded by Personal Budgets through Harrow Council and CNWL NHS Trust.

On Your Side

On Your Side offers peer advocacy, helping people to navigate through the welfare and mental health systems. We provided 19 people with 3 – 10 sessions of support, and working flexibly alongside a person to achieve their chosen goals, helping them to deal with the welfare benefits system, accompany them to assessment meetings or access timely mental health support. The project is funded by Henry Smith.

Mental Health Information Service

The Information Service is the only mental health specialist service of its type in Harrow. The telephone helpline is delivered jointly by our staff and a team of skilled volunteers. The information service is also provided via email and through our online Mental Health Directory and offers one-to-one casework if a caller needs extra support.

The service supported over 700 people across the year, this is more than 100 more than the previous year, with complex support needs and information requests including counselling, accessing services, advocacy, housing, and financial concerns.

The online Mental Health Directory (directory.mindinharrow.org.uk), lists over 300 local, regional, and national services and a range of accessible factsheets. The mental health information service has been funded by NHS Harrow and Harrow Council.

SWiSH Information Service

Our Mental Health Information Service is part of the Support and Wellbeing Information Service Harrow (SWiSH), which offers the local Care Act Information and Advice Service through a consortium with four other local charities. The combined service has made over 8,500 contacts, supporting nearly 4000 individuals across the year. SWiSH is funded by Harrow Council.

Hayaan Project

Hayaan is a unique Somali mental health project promoting equality & civil rights for 4,000 Somalis experiencing multiple-disadvantage locally and across London. The Hayaan project recruits Somali volunteer 'Peer Educators' to assist in facilitating support and information sessions with Somali community members to increase their access and knowledge of local services. The project also offers

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

advocacy support for a limited number of clients with crisis mental health needs.

DIYA South Asian group

Mind in Harrow's groups for the South Asian Community address stigma and provide culturally-appropriate mental health support. The group ran 10 sessions over the year, with 20 -25 participants each session. The project is peer led, and sessions include cultural festivals, activities such as yoga, arts and crafts as well as mental wellbeing talks and discussion. Each session had between 25-35 people attending, an increase from last year. The project is funded by Jasper Conrad.

Homes in Mind

Mind in Harrow is the Custodian of Homes in Mind, a charity set up to develop affordable homes for people experiencing mental health problems. Working in partnership with ZigZag Housing, Gollings Architects and Harrow Council housing department. The project has secured GLA funding to take it to planning stage, with an application to build 10 flats across two sites in Harrow ready to be submitted.

Other Income Generation

Our Mind shop

Working in partnership with national Mind, the hard work of the staff and volunteers, and the generosity of the donors and customers, has meant the income to Mind in Harrow from the shop for 2022-23 has returned back to pre covid levels.

Community fundraising

than previous years. In the face of such a challenging environment, we are monumentally grateful to the individuals, companies and organisations who donated or organised fundraising to support our work, with special thanks listed in our acknowledgements on page 18.

Thank you

We are very grateful to the extraordinary work of staff and particularly our Board of Trustees and dedicated volunteers who have sustained our services and support to the community through the year.

We are also very grateful to all our funders, who have shown exceptional understanding by allowing us to adapt and respond flexibly as we needed to during and in recovering from the national emergency.

OUR STRUCTURE, GOVERNANCE, & MANAGEMENT

Governing Document

Mind in Harrow is a charitable company limited by guarantee, incorporated in April 1997 and re-registered as a charity in January 1998. Its governing document is its Memorandum and Articles of Association. In the event of the company being wound up, the trustees are liable for a maximum sum of £1.

In December 2021, Mind in Harrow formally adopted its new revised and updated The Articles of Association.

The Board of Trustees (Management Committee)

We offer an opportunity for people to be co-opted members of the Board of Trustees either as representatives of a relevant local community group or statutory body or because they have particular relevant expertise; co-opted members are non-voting and act as advisors. There are two co-opted places available for the Harrow Mental Health User Group (HUG).

In accordance with its commitment to user empowerment, Mind in Harrow aims for a minimum of 30% of Trustees to have lived experienced of mental health problems.

Other trustees are drawn from local organisations, are ex-volunteers or interested individuals with relevant skills and expertise.

A list of trustees, elected and co-opted, is at the beginning of this report.

Sub-groups of the Board

There are 2 sub-groups of the Board, the Finance Sub-Committee, and the Performance and Quality Sub-Committee.

The Finance Sub-Committee met twice during the year; the Performance and Quality Sub-Committee is a new Sub committee, set up following our MQM and replaces the former policy and HR Sub Committee. Each -committee is made up of 3 trustees.

Trustee Induction and Training

New trustees receive an Induction Pack containing the governing document, a Trustee Role Description and relevant policies and organisational information.

They meet with the Chief Executive and Chair to discuss and clarify their role and responsibilities, working through a three stage Induction Checklist process. All undertake to abide by the Trustees' Code of Conduct including confidentiality, safeguarding and equality & diversity policies.

They are kept up to date with new developments in the organisation by regular service and finance reports and expected to attend at least 75% of Board of Trustee meetings to be effective in their role. Trustees are encouraged to attend learning and sharing events organised by national Mind and other external agencies.

We aim to hold an awayday annually for all trustees and staff, to take forward the strategic direction of the organisation for the following year.

Scheme of Delegation

The Trustees have independent control over and legal responsibility for the charity. The Board of Trustees meet 4 times each year. The Board sets strategic direction and holds an overview of the organisation. Responsibility for strategic management and team leadership lies with the Chief Executive, who presents reports regularly to the Board of Trustees. The senior management team (Service Managers, Head of Finance and Fundraiser) supervise

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

service staff, volunteers and the day-to-day work. Staff supervision and training are valued as a key way of ensuring the highest standards of practice are maintained.

Remuneration of key management personnel

The key management personnel at Mind in Harrow are: the Chief Executive, Service Managers, Head of Finance and Fundraiser. Before being advertised, the salary grading of these posts is recommended to the Board of Trustees, following a benchmarking review of the salaries being offered for comparable posts by other organisations and a review of the grading in relation to existing staff posts. Any special factors, such as the shortage of supply for suitable candidates in the labour market, are also considered. All positions at Mind in Harrow, including for key management personnel, are graded using the Harrow Council pay or NHS structure systems as appropriate.

Annual pay awards for all staff are set by the Board of Trustees by applying a similar percentage increase across all posts, mirroring Council or NHS pay awards as appropriate.

Principal risks and uncertainties - How the trustees plan to manage them

Principal risks and uncertainties

Mind in Harrow conducts organisation-wide risk assessments usually annually in accordance with Charity Commission guidance and recommended framework.

Following a successful interim period the CEO was appointed in September 2023.

The principal risks currently identified relate to being able to retain existing and obtaining new contracts and funding grants for our work.

How the trustees plan to manage these risks

The charity aims to maintain the confidence of funders, commissioners, and wider stakeholders through the interim

management arrangements put in place, resulting in the retention of contracts and the continued delivery of its services.

The Board and management has put in place annual business plans focussing on fundraising growth and organisational development.

Going concern

The Trustees have reviewed the charity's projections and forecasts and have assessed the use of the going concern basis in the preparation of the financial statements. Despite the risks the Trustees have concluded that Mind in Harrow has adequate resources as at the date of approval of the financial statements such that the going concern status is secure.

Quality Assurance

Mind in Harrow is committed to providing the highest quality community mental health services, which anticipate, meet and exceed the expectations of service users, workers and other stakeholders.

The Mind Quality Mark (MQM) is Mind's quality assurance framework and standards, which have been developed from best practice guidance and with reference to other quality systems. In August 2023 following a thorough review Mind in Harrow was awarded the MQM

Every three years, all Local Minds are required to:

- complete a self-assessment toolkit for evaluating achievements and areas for improvement across 20 quality standards structure across four areas and 150 quality indicators;
- develop a plan of continuous quality improvements following the self-assessment;
- undergo an external quality review by the Mind Quality Panel, which includes a Mind quality consultant, mental health service user and senior staff from another local Mind.

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

Safeguarding

Safeguarding vulnerable people is a top priority for Mind in Harrow. Following a comprehensive review of our processes and procedures last year, we have more robust systems with new policies for both Adults and Children and Young people. We have safeguarding leads within the staff team and on our Board of Trustees.

External Board Representation

To achieve our strategic aim to build affordable homes for people experiencing mental health problems, Mind in Harrow is working in partnership with ZigZag Housing, Gollings Architects and the Council housing department to develop the project.

We have formed a new Community-led Housing company called **Homes in Mind** to manage the project, which was an expectation of the project funding body. Mind in Harrow is a 'Custodian Member' of the company and has equal representation on the Board alongside prospective tenants of the new homes.

All future tenants will be Members of the Homes in Mind company so that they have formal ownership of the project. Homes in Mind has contracted Mind in Harrow to support the project development and has in place governance, financial control and conflict of interest policies to ensure that Homes in Mind acts in accordance with its objects and solely in the interests of its beneficiaries.

The Mind in Harrow Board receives regular project progress reports from the Custodian Directors it has appointed to the Homes in Mind Board (currently both Mind in Harrow ex-trustees).

ETHICAL FUNDRAISING POLICIES

Protecting Vulnerable People

Mind in Harrow has a Safeguarding Children and Young People Policy, a Safeguarding Adults at Risk Policy (both reviewed annually) and a Fundraising with People in Vulnerable Circumstances Policy (reviewed every three years), which explain how we support and work with vulnerable people.

During 2022-2023 Mind in Harrow did not work with any third parties and agencies in relation to fundraising. However, we will ensure that when we do, they adhere to our policy on working with vulnerable people which we will monitor annually or at the end of their contract with us, whichever is sooner.

Our Fundraising Approach

Mind in Harrow has a fundraising policy which sets out our approach to fundraising and is reviewed every two to three years. In 2022-23 no complaints were received regarding our fundraising practices.

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

In preparing these financial statements, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principals in the Charities SORP;
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable UK 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 that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

ACKNOWLEDGEMENTS

Thank you to everyone who has supported us during the year

We are grateful to the individuals, charitable trusts and other organisations who have supported our work through donations, collections and fundraising events and through the Mind in Harrow Charity Shop.

Individuals, Charity of the Year and Local Organisations

Special mentions to go, Barratt Charity Foundation, Charterhouse Accountants, Circle of Friends, David Charles Estate Agents, IPSOS Mori, LOFA and SCVP and to the wonderful donors and fundraisers who have skydived, cycle and sung for Mind in Harrow.

In-Memory

A very special thank you to the families and friends who generously donated to Mind in Harrow in memory of their loved ones.

Our Volunteers, Trainers, & Mental Health Champions

We are particularly indebted to our wonderful team of volunteers, trainers, and campaigners, who support the organisation and its work in so many different and creative ways. Our grateful thanks for your inspiring and highly valued contribution to Mind in Harrow's success. So many of our services and activities could not run without your dedication, commitment, and enthusiasm.

Statutory Funders

- Central and North West London NHS Foundation Trust
- Harrow Council
- NHS Harrow

Lottery & national Funders

- National Lottery Community Fund
- National Lottery Awards for All
- Sport England

Grant making Trusts & Charities

- Build Back Better
- City Bridge Trust
- Childwick Trust
- Comic Relief
- Community-led Housing London
- Coronavirus Mental Health Response Fund
- Harrow Giving
- The Henry Smith Charity
- Garfield Weston
- Jean & Derek King Charitable Trust
- Jaspar Foundation
- London Community Foundation
- Masonic Charitable
- Middx Freemasons
- Mercer Foundation
- Mind
- Peoples Postcode Lottery
- Provincial of Middlesex Benevolent Fund
- Young Harrow Foundation

Our Partners

We also thank and are grateful for the commitment and expertise of all the partner organisations and individuals with whom we have worked during the year.

FINANCIAL REVIEW

Summary

In 2022-23 our annual income has decreased by 4% on the prior year, to £1,437k (£1,497k in 2021/22).

The continued close management of costs has achieved a small deficit on unrestricted funds of £14k for the year from an opening balance of £683k to a closing balance of £669k. This outcome is similar to that achieved in 2021/22 with a deficit of £4k.

The delivery of restricted funds has seen the opening balance of £177k, reduce by £78k to give a closing restricted reserve of £99k.

Overall deficit on total net incoming resources of £92k has been recorded for the year (28k surplus in 2021/22).

We have managed to achieve continued funding for the majority of our projects during 2022-23, including our Somali Hayaan project, Stepping Stones courses, User Involvement Project, HeadsUp youth wellbeing project, the Support & Wellbeing Information Service, the Befriending service, Social Prescribing, and the Harrow Talking Therapies service.

Fundraising performance

We employ a Grants & Community Fundraising Manager who specialises in applications to grant-making trusts and Foundations

The Chief Executive submits priority public sector grant funding or commissioned service applications.

Our voluntary donations income for 2022 - 23 was £41k (£29k in 2021/22).

Volunteer Contribution

Mind in Harrow is greatly indebted to all its volunteers for their commitment, time and skills, who help with a wide variety of Mind

in Harrow's work. This includes the running of our services, administration tasks in the office and fundraising activities. Many people with mental health problems contribute in a voluntary capacity to our services or undertake leadership roles on our planning and service development groups. In total, over 50 volunteers contributed over 3,000 hours to Mind in Harrow activities during the year.

Principal Funding Sources

Our main sources of funding are statutory bodies (Harrow Council, NHS Harrow CCG, and CNWL NHS Foundation Trust), which fund our core activities and direct services through Service Level Agreements. Grant making trusts provide grants to a number of specific time-limited projects.

Investment Policy

The Board of Trustees reviews its investment policy annually. During the 2022 / 2023 Mind in Harrow held 3-6 month notice accounts with each of Shawbrook Bank, Cambridge & Counties Bank, Hampshire Trust Bank, and Redwood Bank; a one-year fixed rate account with United Trust Bank; instant access deposit accounts with Aldermore Bank and Virgin Money; and a current account with HSBC.

Reserves Policy

The trustees carry out an annual review of the charity's free reserves policy in light of known risks and future plans. Free reserves are those funds which are not committed to specific contingencies or invested in fixed assets.

The Trustees have resolved that Mind in Harrow should aim to increase its free reserves to 3 months' expenditure in response to the continued risk of income reductions from public sector bodies, low returns from bank interest, and competition for charitable trust applications.

A target for free general reserves is around £359k, £326k as at 31st March 2023. This

MIND IN HARROW
(A Company Limited by Guarantee)
YEAR ENDED 31 MARCH 2023

will enable the charity to meet its objectives if it faces loss of income, increases in unfunded costs or delayed receipt of grants.

The Trustees hold funds in designated reserves for specific purposes. At 31 March 2023 the Trustees resolved to maintain the level of designated funds held in the

- Development Fund (£40k) to invest in the upgrading of the IT infrastructure commencing in 2023/24.
- Employment & Pensions Fund (£140k) to set against the actuarial valuation of the TPT Growth Pension Plan due in 2023/24.
- Office Relocation Fund (£37k) to cover likely costs of a move to more suitable permanent premises.
- Sustainability Investment Fund (£126k) combined with the Project Fund (£51k) to invest in the organisation's sustainability and infrastructure through diversification of income sources. Plans have been developed and will be implemented during 2023/24.

Funding for the Year Ahead

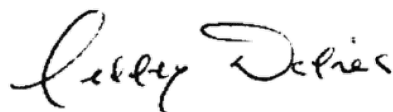
In the light of the current cost of living crisis, and despite extraordinary support from donors and grant-makers during 2022-23, we are aware that we will face considerable challenges to maintain and develop funding streams for the current and future years. We are grateful to existing funders for their ongoing support, particularly those trusts including Jaspur Foundation and Henry Smith Charity which have been able to commit to funding our work across a number of years.

As the fundraising landscape changes, still reflecting the economic and social impacts of the pandemic, we are keeping under constant review our income generation strategy and costs.

We are pursuing our strategy to diversify our funding streams, and are delighted that the Mind charity shop in Harrow is continuing to trade well. We are also continuing our close collaboration with other local Minds through the West London Mental Health Partnership to explore further opportunities and partnership options.

APPROVAL

The Trustees' Annual Report on pages 3-15 was approved by the Trustees on 24th October 2023 and signed on their behalf by:



Jeffrey Defries, Trustee (Chair)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MIND IN HARROW

Opinion

We have audited the financial statements of Mind In Harrow for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2023 and of 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 Charity 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 the charity'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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have 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 Charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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.

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:
 - Detecting, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting of the risks of fraud and responding whether they have knowledge of any actual or suspected fraud;
- 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 performed analytical procedures to detect any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

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. 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 for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

This report is made solely to the Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

2 November 2023

Mind in Harrow
Statement of financial activities (incorporating an income and expenditure account)
For the year ended 31 March 2023

		Unrestricted	Restricted	2023 Total	Unrestricted	Restricted	2022 Total
	Note	£	£	£	£	£	£
Income from:							
Donations and legacies	2	41,380	–	41,380	127,172	–	127,172
Charitable activities	3	991,799	384,216	1,376,015	942,778	408,214	1,350,992
Other trading activities	4	1,400	–	1,400	3,008	–	3,008
Investments	5	18,411	–	18,411	16,782	–	16,782
Total income		1,052,990	384,216	1,437,206	1,089,740	408,214	1,497,954
Expenditure on:							
Charitable activities	6	1,036,748	462,012	1,498,760	1,068,047	375,851	1,443,898
Raising Funds		30,084	–	30,084	25,640		25,640
Total expenditure		1,066,832	462,012	1,528,844	1,093,687	375,851	1,469,538
Net movement in funds		(13,842)	(77,796)	(91,638)	(3,947)	32,363	28,416
Reconciliation of funds:							
Total funds brought forward		683,327	176,500	859,827	687,274	144,137	831,411
Total funds carried forward	17	669,485	98,704	768,189	683,327	176,500	859,827

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Mind in Harrow
Balance sheet

Company no. 03351324

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	12		<u>2,203</u>		<u>4,693</u>
			2,203		4,693
Current assets:					
Debtors	13	47,776		83,585	
Cash at bank and in hand		803,097		<u>845,804</u>	
		850,873		929,389	
Liabilities:					
Creditors: amounts falling due within one year	14	(84,887)		<u>(74,255)</u>	
Net current assets			765,986		855,134
Total assets less current liabilities			768,189		855,134
	16				
Total net assets			768,189		859,827
The funds of the charity:	17				
Restricted income funds			98,704		176,600
Unrestricted income funds:					
Designated funds		343,139		343,039	
General funds		326,346		<u>340,188</u>	
Total unrestricted funds			669,485		683,227
Total charity funds			768,189		859,827

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The attached notes form part of the financial statements

Approved and authorised for issue by the trustees on 24th October 2023 and signed on their behalf by



Jeffrey Defries, Trustee (Chair)

Statement of cash flows

For the year ended 31 March 2023

	Note	2023 £	£	2022 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			(91,638)		28,416
Depreciation charges		4,984		5,045	
Donations re Mind Retail Harrow Shop		–		–	
Interest, dividends and rent from investments		(2,941)		(16,782)	
(Increase) / Decrease in debtors		35,809		5,843	
Increase in creditors		10,632		(63,484)	
			48,484		(69,378)
Net cash provided by operating activities			(43,154)		(40,962)
Cash flows from investing activities:					
Donations re Mind Retail Harrow Shop				12,838	
Bank Interest		2,941		3,944	
Purchase of fixed assets		(2,494)			
Net cash used in investing activities			447		16,782
Change in cash and cash equivalents in the year			(42,707)		(24,180)
Cash and cash equivalents at the beginning of the year			845,804		869,984
Cash and cash equivalents at the end of the year			803,097		845,804
Analysis of cash and cash equivalents					
	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023 £	
Cash in hand	845,804	(42,707)	–	803,097	
Total cash and cash equivalents	845,804	(42,707)	–	803,097	

1) **ACCOUNTING POLICIES**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

b) Fund accounting

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal. Expenditure, which meets these restrictions, is identified to the fund.

Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.

c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular income:

- Voluntary income is received by way of grants, donations, gifts and membership subscriptions and is included in full in the Statement of Financial Activities (SoFA) when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant
- Donated services and facilities and the value of services provided by volunteers are acknowledged but have not been included in these accounts
- Investment income is included when receivable
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance
- For legacies, entitlement is taken when the charity has been notified by the executors that they will make a confirmed payment of a specified amount.

d) Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. staff time spent on that activity.

- Expenditure on raising funds comprises the costs associated with attracting donations and legacies
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them ('Support Costs'), as well as governance costs

Notes to the financial statements

For the year ended 31 March 2023

- Governance expenditure includes those costs associated with meeting the constitutional and statutory requirements of the charity and includes the audit fees and costs linked to the strategic management of the charity.
- e) Unlisted investments
Contribution to capital costs of shop refurbishment are amortised over the term of the lease until the first break clause.
- f) Tangible fixed assets
Tangible fixed assets are stated at cost less accumulated depreciation. The costs of additions below £200 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Leasehold Improvements	-	over term of lease
Furniture, Fixtures & Fittings	-	25% on cost
Office Equipment	-	33.3% on cost
- g) Operating leases
Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged against income as incurred.
- h) Pension costs
The charity operates a defined contribution pension scheme with The Peoples Pension and participates in a multi-employer scheme with The Pensions Trust. The pension cost charge represents contributions payable by the charitable company to the schemes and changes to the provision recognised for future deficit reduction payments required.
- i) Going concern
The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of pressures on events.

The Trustees have also considered the impact of the COVID-19 pandemic and measures taken in the UK.

The charity has a strong cash and reserves position at the time of approval of these financial statements. Having produced forecasts and made enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for at least 12 months from the date of the audit report of these financial statements. The charity therefore continues to adopt the going concern basis in preparing its financial statements.
- j) Financial instruments
The charitable company only has basic financial instruments measured at amortised cost, with no financial instruments classified as other, or basic financial instruments measured at fair value.
- k) Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of twelve months or less.

Notes to the financial statements

For the year ended 31 March 2023

2 Income from donations and legacies (all unrestricted)

	2023 Total £	2022 Total £
Donations	41,380	28,869
Grants		98,303
	41,380	127,172

3 Income from charitable activities

	2023			2022		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Clinical Services	882,428	65,892	948,320	737,471	97,498	834,969
Adult Services	86,762	118,028	204,790	158,210	46,447	204,657
Youth Services	22,609	200,296	222,905	47,097	264,269	311,366
	991,799	384,216	1,376,015	942,778	408,214	1,350,992

4 Other Trading Activities

	2023 Total £	2022 Total £
Social Work Students	1,400	1,400
Homes in Mind	–	1,608
	–	
	1,400	3,008

Unrestricted income in both 2022 and 2023

Mind in Harrow is the Custodian Member of Homes in Mind, a company limited by guarantee, and appoints 50% of its directors as Custodian Directors. There is a consultancy agreement in place for Mind in Harrow to provide support to Homes in Mind.

5 Investment Income

	2023 Total £	2022 Total £
Donations re Mind Retail Harrow Shop	15,470	12,838
Bank Interest income	2,941	3,944
	18,411	16,782

Notes to the financial statements

For the year ended 31 March 2023

6a Analysis of total expenditure

				2023
	Staff	Other	Support	Total
	£	£	£	£
Clinical Services	797,693	9,030	192,522	999,245
Adult Services	146,681	53,911	47,871	248,463
Youth Services	107,343	119,627	54,166	281,136
Support Costs	190,051	104,507	(294,558)	-
Total Expenditure	1,241,768	287,075	-	1,528,844

Analysis of total expenditure (2022)

				2022
	Staff	Other	Support	Total
	£	£	£	£
Clinical Services	650,388	32,607	86,188	769,183
Adult Services	307,573	44,009	44,367	395,949
Youth Services	99,336	170,961	34,109	304,406
Support Costs	29,045	135,619	(164,664)	-
Total Expenditure	1,086,342	383,196	-	1,469,538

6b Analysis of Governance Costs

	2023	2022
	Total	Total
	£	£
Auditor's fees	4,000	4,000
Other Costs	-	48,091
Staff support costs	-	11,102
Total Governance Costs	4,000	63,193

Notes to the financial statements

For the year ended 31 March 2023

7 Net income for the year

This is stated after charging / crediting:

	2023 £	2022 £
Depreciation	4,984	5,046
Operating lease rentals:		
Property	26,000	26,000
Other	3,563	2,474
Auditors' remuneration (excluding VAT):		
Audit	3,333	3,333
	<u>3,333</u>	<u>3,333</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,095,353	972,551
Social security costs	102,937	84,086
Employer's contribution to defined contribution pension schemes	43,480	29,705
	<u>1,241,770</u>	<u>1,086,342</u>

No employee earned emoluments of more than £60,000 during the year.

The total employee benefits including pension contributions of the key management personnel were £213,229 (2022: £205,104), split as follows: Salaries £184,455, Social Security Costs £20,070, and Pensions £8,704.

The organisation paid Nil redundancy costs (2022: £25,000).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2022: £nil).

Notes to the financial statements

For the year ended 31 March 2023

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Direct Charitable Administration	36 4	32 5
	<u>40</u>	<u>37</u>

10 Related party transactions

There were no related party transactions to disclose for 2023 (2022: £nil).

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Office Equipment Fixtures and Fittings £	Unlisted Investments £	Total £
Cost or valuation			
At the start of the year	40,162	14,031	54,193
Additions in year	2,494	–	2,494
Disposals in year	–	–	–
	<u>42,656</u>	<u>14,031</u>	<u>56,687</u>
At the end of the year	42,656	14,031	56,687
	<u>35,469</u>	<u>14,031</u>	<u>49,500</u>
At the start of the year	35,469	14,031	49,500
Charge for the year	4,984	–	4,984
Eliminated on disposal	–	–	–
	<u>40,453</u>	<u>14,031</u>	<u>54,484</u>
At the end of the year	40,453	14,031	54,484
Net book value			
At the end of the year	<u>2,203</u>	<u>–</u>	<u>2,203</u>
	<u>10,987</u>	<u>46,218</u>	<u>57,205</u>
At the start of the year	10,987	46,218	57,205

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2023

13 Debtors

	2023 £	2022 £
Trade debtors	32,306	72,909
Prepayments	–	7,997
Accrued Income	15,470	2,679
	<u>47,776</u>	<u>83,585</u>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	14,993	–
Other creditors	18,409	19,682
Accruals	14,682	38,919
Deferred income (Note 15)	29,091	5,878
Pension Creditor	4,082	4,082
Pension Provision within one year	3,630	5,694
	<u>84,887</u>	<u>74,255</u>

15 Deferred income

	2023 £	2022 £
Balance at the beginning of the year	5,878	51,512
Amount released to income in the year	(5,878)	(51,512)
Amount deferred in the year	29,091	5,878
	<u>29,091</u>	<u>5,878</u>

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2023/24.

Notes to the financial statements

For the year ended 31 March 2023

16 Analysis of net assets between funds

	Designated £	General £	Restricted £	Total funds £
Tangible fixed assets	2,203	–	–	2,203
Net current assets	340,936	326,346	98,704	765,986
Pension Provision	–	–	–	–
Net assets at the end of the year	343,139	326,346	98,704	768,189
Comparative Analysis of net assets between funds (2022)				
	Designated £	General £	Restricted £	Total funds £
Tangible fixed assets	4,693	–	–	4,693
Net current assets	338,446	414,443	176,500	929,389
Pension Provision	–	(74,255)	–	(74,255)
Net assets at the end of the year	343,139	340,188	176,500	859,827

Notes to the financial statements

For the year ended 31 March 2023

17 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Clinical Services					
Hayaan – Mind & Mercia fund	33,741	13,492	(47,233)	–	–
Befriending	27,494	20,486	(47,980)	–	–
Diya South Asian group	4,099	–	(4,099)	–	–
SMI Physical Health Checks Promotion	–	52,400	(8,633)	–	43,767
Youth Services	–	–	–	–	–
HeadsUp (City Bridge)	34,687	59,772	(94,459)	–	–
HeadsUp Comic Relief	29,044	63,081	(92,125)	–	–
HeadsUp Build back better		7,972	(7,972)	–	–
HeadsUp CAMHS waiting list		69,471	(34,736)	–	34,735
HeadsUp CPD wkshps YHF CNWL	14,000	–	(14,000)	–	–
Adult Services		–	–		
A4A Pandemic Recovery H/L & Info	4,316	26,527	(30,843)	–	–
Stepping Stones	5,746	39,270	(45,016)	–	–
On Your Side – HS	13,790	29,400	(22,988)	–	20,202
MHA Training	779	1,110	(1,889)	–	–
Mind CMHRF Coronavirus MH	2940	–	(2,940)	–	–
Head for Work	4422	–	(4,422)	–	–
EKTA	1442	1,235	(2,677)	–	–
Total restricted funds	176,500	384,216	(462,012)	–	98,704
Unrestricted funds:					
Designated funds:					
Projects Fund	51,139	–	–	–	51,139
Development Fund	40,000	–	–	–	40,000
Office Relocation Reserve	37,000	–	–	–	37,000
Employment & Pensions Fund	140,000	–	–	–	140,000
Sustainability Investment Fund	75,000	–	–	–	75,000
Total designated funds	343,139	–	–	–	343,139
General funds	340,188	1,052,990	(1,066,832)	–	326,346
Total unrestricted funds	683,327	1,052,990	(1,066,832)	–	669,485
Total funds including pension fund	859,827	1,437,206	(1,528,844)	–	768,189

PURPOSE OF FUNDS

Restricted Funds

Clinical Services

Somali Hayaan Project – National Mind

Provision of support, advice, and advocacy to Somali refugees, asylum seekers and their families who experience poor mental health in Harrow & Brent.

Befriending – Harrow Council

To support the delivery of the community befriending service to people in Harrow isolated by their mental health.

SMI Physical Health Checks – NHS North West London

To promote physical health checks within the Community

Youth Services

HeadsUp Youth Wellbeing Project – City Bridge Trust

Support young people in Harrow to improve their mental health and resilience, and to build their self-esteem, in partnership with other local providers.

HeadsUp - Comic Relief

COVID Response in partnership with the Department for Digital, Culture, Media and Sport, to address critical operational needs during the pandemic through investment in digital & remote-working approaches and enhanced core infrastructure to support services.

HeadsUp Harrow Expansion – Comic Relief

Expand the work of the HeadsUp Project to reduce stigma and provide access to a new range of services and interventions for marginalised children & young people and their parents across Harrow.

HeadsUp CPD workshops – Young Harrow Foundation (CNWL/ Harrow Council)

Funded as part of the Community Assets scheme to work with HeadsUp delivery partners to run a series of workshops for professionals working with children & young people.

Adult Services

A4A Side by Side – NHS North West London / Harrow Council

Information and Advice Service.

Stepping Stones - NHS North West London / Harrow Council

Mainstream educational, leisure, and physical activity courses for users of mental health services.

On Your Side Peer Support – Henry Smith Charity

To deliver peer advocacy support as part of a 3-year project.

Head for Work

Funding received from the Lottery Fund 2017-20 to train service users to become trainers, and a 6 month extension during 2020 to continue the programme during the pandemic.

EKTA activities Fund – Jasper Foundation

Support ongoing activities with the South Asian community.

Designated Funds

Development Fund

Funds set aside to pay for items such as professional advice and equipment including an essential IT infrastructure which will be of benefit to the whole agency.

Office Relocation Fund

Funds set aside to cover the likely costs of a move planned to more suitable permanent offices.

Employment & Pensions Fund

Funds held to cover the additional costs of compliance with Employment Legislation in respect of redundancy and sickness, and as a contingency for potential staff pension fund liabilities

Sustainability Investment Fund

Funds held to invest in the organisation's sustainability and infrastructure through diversification of income sources and more cost effective operations in accordance with Mind in Harrow's strategy.

General reserves

General reserves are those funds not restricted or designated as committed to specific contingencies.

Notes to the financial statements

For the year ended 31 March 2023

Movements in funds (2022)

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Clinical Services					
Hayaan – Mind & Mercia fund	21,450	43,310	(31,019)	–	33,741
Befriending	7,620	49,188	(29,314)	–	27,494
Diya South Asian group		5,000	(901)	–	4,099
SMI Physical Health Checks Promotion				–	–
Youth Services				–	–
HeadsUp (City Bridge)	41,112	99,800	(106,225)		34,687
HeadsUp Comic Relief	24,358	150,469	(145,783)	–	29,044
HeadsUp Build back better				–	
HeadsUp CAMHS waiting list				–	
HeadsUp CPD wkshps YHF CNWL		14,000		–	14,000
Adult Services					
A4A Pandemic Recovery H/L & Info	12,729		(8,413)	–	4,316
Stepping Stones	14,821	7,940	(17,015)	–	5,746
On Your Side – HS		29,700	(15,910)	–	13,790
MHA Training	1,146	3,807	(4,174)		779
Mind CMHRF Coronavirus MH	9,686		(6,746)		2,940
Head for Work	4,779		(357)		4,422
EKTA	3,734	–	(2,292)		1,442
Mind Core IT Development	2,702	5,000	(7,702)		
Total restricted funds	144,137	408,214	(375,851)	–	176,500
Unrestricted funds:					
Designated funds:					
Projects Fund	48,333	–	–	2,806	51,139
Development Fund	40,000				40,000
Office Relocation Reserve	49,000			(12,000)	37,000
Employment & Pensions Fund	140,000				140,000
Sustainability Investment Fund	75,000	–	–	–	75,000
Total designated funds	352,333	–	–	(9,194)	343,139
General funds	334,941	1,089,740	(1,093,687)	–	340,188
Total unrestricted funds	687,274	1,089,740	(1,093,687)	(9,194)	683,327
Total funds including pension fund	831,411	1,497,954	(1,469,538)	(9,194)	859,827

Notes to the financial statements

For the year ended 31 March 2023

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Land and Buildings		Other	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	19,500	26,000	3,141	4,155
One to five years		19,500		3,141
Over five years				
Total Operating Lease commitment	19,500	45,500	3,141	7,296

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

20 Contingent Liabilities

Mind in Harrow participates in The Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted-out of the State scheme. The Plan is a multi-employer pension plan.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

When an employer withdraws from a multi-employer defined benefit pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis).

The Growth Plan is a "last man standing" multi-employer scheme. This means that if a withdrawing employer is unable to pay its debt on withdrawal the liability is shared amongst the remaining employers. The participating employers are therefore, jointly and severally liable for the deficit in the Growth Plan scheme.

Mind in Harrow has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2021. In a letter dated 25th July 2022, The Pensions Trust stated that "Mind in Harrow's estimated debt on withdrawal at 30 September 2022 is £38,399 (2021:£70,000; 2020: £107,430; 2019: £111,675; 2018: £101,225; 2017: £118,292; 2016: £140,696; 2015: £104,082; 2014: £115,283; 2013: £87,620.77; 2012: £105,943.98).

Notes to the financial statements

For the year ended 31 March 2023

21. Pension schemes

SCHEME: TPT Retirement Solutions – The Growth Plan

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

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

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

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

Deficit contributions

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

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

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

Deficit contributions

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

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

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

PRESENT VALUES OF PROVISION

	31 March 2023 (£000s)	31 March 2022 (£000s)	31 March 2021 (£000s)
Present value of provision (discounted)	3,630	5,694	21,005

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period 31 March 2023 (£000s)	Period 31 March 2022 (£000s)
Provision at start of period	5,694	21,905
Unwinding of the discount factor (interest expense)	107	121
Deficit contribution paid	(2,074)	(5,316)
Remeasurements – impact of any change in assumptions	(97)	(131)
Remeasurements – amendments to the contribution schedule	–	(9,985)
Provision at end of period	<u>3,630</u>	<u>5,694</u>

Notes to the financial statements

For the year ended 31 March 2023

20. Pension schemes continued)
INCOME AND EXPENDITURE IMPACT

	Period 31 March 2023 (£000s)	Period 31 March 2022 (£000s)
Interest expense	107	121
Remeasurements – impact of any change in assumptions	(97)	(131)
Remeasurements – amendments to the contribution schedule	–	(9,985)
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. To be completed by the company.

	31 March 2023 % per annum	31 March 2022 % per annum	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.

SCHEME: TPT Retirement Solutions – The Growth Plan

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

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2023 (£000s)	31 March 2022 (£000s)	31 March 2021 (£000s)
Year 1	2,074	2,074	5,316
Year 2	1,729	2,074	5,475
Year 3	–	1,729	5,639
Year 4	–	–	4,840
	<u>3,803</u>	<u>5,877</u>	<u>21,270</u>



Mind in Harrow

132-134 College Road
Harrow
Middlesex HA1 1BQ

T: 020 8426 0929
w : www.mindinharrow.org.uk
e: info@mindinharrow.org.uk

