



# **Mind in Harrow**

Registered Charity Number 1067480

Registered Company Number 03351324

## **Trustees' Annual Report & Financial Statements**

**Year Ended 31 March 2024**

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## LEGAL and ADMINISTRATIVE

**Name:** Mind in Harrow

**Company Number:** 3351324

**Charity Number:** 1067480

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

**Trustees:**

Jeffrey Defries (Chair)

Kanchan Desai

Adelle Henry

Robert Pender

Colin Powell

Komal Raja

Jillian Anderson

Nitasha Dhiri

Resigned 08/03/2024

Resigned 30/04/2024

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

**Company Secretary:**

Anna Ware

Appointed 16/05/2023

**Senior Management Team**

Anna Ware

Chief Executive

Sabrina Solomon

Head of Services

Neil Hedgecock

Head of Finance

**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

## **CHAIR'S FOREWORD**

Let me start by thanking all those- trustees, staff and volunteers- who have played a part in ensuring that Harrow Mind has maintained its programme of support for the community we serve. I particularly want to mention Jillian Anderson, who was a trustee and one of our Vice Chairs and Nitasha Dhiri another trustee, both of whom stepped down from the board this year.

And I am pleased to say our first appointed Patron- Lord Daniel Finkelstein is still supporting our charity.

We cannot pretend that it has been an easy year and, in particular, we have had to cope with the loss of what for many years has been our largest contract and area of work in Talking Therapies; the contract being taken back into the NHS.

Under Anna Ware's leadership and with the support of a mixture of old and new staff, we have set out on a growth strategy that recognises that we need to concentrate on specific areas of mental health support and awareness rather than to try to cover everything in this busy and over-stretched field. Over the past year our staff have delivered a wide range of services to support those living with mental ill-health.

We are working hard to adapted to various challenges including the worst mental health crisis in recent history, the continuing cost-of-living crisis and changes in the commissioning landscape.

During the year we have done some important "groundwork" enhanced our operational functioning with an overhaul of our IT systems and a review of our safeguarding policies and procedures.

We are seeking to improve awareness of the charity and what we do, and it is pleasing to note that we have seen greater recognition and positive feedback from commissioners and the community. This is reflected most notably in the report we produced working with Harrow Council on what support and services are needed for good mental health.

There is no doubt that what we represent and what we do and the services we provide are of vital importance to the people and families of Harrow.

The need for improved mental health and wellbeing lies at the heart of what we do and what we shall continue to do. In order to meet this challenge, we shall need to be positive in our outlook and, in particular, in raising income. In this endeavour we will work whenever possible with both neighbouring Minds and other charities.

I am confident that we have the 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 remain 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 & Performance

All its charitable activities focus on the delivery 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.

## **Our services**

### **Harrow Talking Therapies**

Mind in Harrow delivered the 'Step 2' element of Harrow's Talking Therapies service in partnership with CNWL NHS Foundation Trust until 31<sup>st</sup> December 2023, when it was then taken back in house. The service supported 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).

Over the nine months we managed the service there were over 4000 referrals with 3042 completed first treatments. Recovery rates were an average of 57%, higher than the target of 50%. There were over 10,000 booked contacts in total, with over 7,500 appointments completed.

### **Service user Involvement & Harrow User Group (HUG)**

Our Service User involvement project has three funding streams: Harrow Council, ICB, and CNWL Trust the User Involvement

Over the year Harrow User Group (HUG) has over 190 registered members. We hosted 4 forums, reaching 146 residents. There was a total of 33 meetings that the HUG representatives participated in.

The Hugs representatives held 9 advisory meeting.

Working with the Hug reps we looked at strategy development, holding an away day and 3 further strategy development sessions. The HUG reps also receive supervision.

During this financial year we supported the co production of the redesign of Harrow's

community based mental health services to address the social are needs of those with lived experience and provided feedback on what local residents want and need from this service.

Other achievements in the year included 2 Section 75 forum prep meeting and 9 in patient ward visits.

We held 3 Stigma Busting Masterclasses delivered to over 150 delegates (students and teaching fellows). 80% of delegates reported that their perception of mental health inpatients had shifted following the masterclass.

### **Mental Health champions**

Mental Health champions is a project with peer volunteers, who go out into the community to start conversations about mental health, helping to break down barriers, dispel myths and reduce stigma. Our Champions help to sign post and provide information on services in Harrow. In the year we inducted 12 champions, who reached 431 people and 152 of those with one-to-one outreach support and signposting.

### **Stepping Stones**

Stepping Stones offers a tailored course programme, following term times, for adults with mental health needs.

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.

In 2023/24 funding for Stepping Stones was provided by NHS and London Marathon and

there was a focus on delivering physical activity courses in mainstream venues.

We held a total of 94 people attended 28 classes. Many of our service users attended more than one class. Classes included, Yoga, online yoga, Bollywood Dancing, walking and forest therapy.

### **Befriending Services**

Our one-to-one befriending service came to an end in December 2023. Funding from the grant provider ended March 2023. We still had personal funding for several clients from Harrow Council, CNWL Trusts and family members until the end of December. A total of 22 service users were supporting in the year.

The service enabled us to reduce social isolation and improve the quality of life for adults in Harrow experiencing mental health issues who feel isolated and lonely.

### **On Your Side**

On Your Side offers peer advocacy, helping people to navigate through the welfare and mental health systems. We provided 17 people with 3 – 10 sessions in the year. Service users were supported 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 785 people across the year, this is an increase of nearly 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](http://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; Age UK HH&B, Harrow Carers, Community Connex and HAD. The combined service supported nearly 6000 individuals, taking over 12,000 contacts an increase of over 4000 contact on the previous year. SWiSH is funded by Harrow Council.

### **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.

Mind in Harrow delivers peer-led mental wellbeing workshops, and HeadsUp partners deliver specialist one-to-one and group sessions.

We also lead a Single Point of Access where we receive self-referrals and referrals from other services for young people to be signposted to HeadsUp Partners or other available support services.

Additionally, HeadsUp partnership delivered 12 specialist mental health support training sessions for professionals working with Harrow's young people.

In 23/24, Mind in Harrow reached 3,179 young people, of which 93% report increased mental health awareness and 89.5% report improved resilience to care for their own or a friends' mental health.

Mind in Harrow also offered 43 specialist mental wellbeing workshops co-designed & co-delivered by trained young people with a lived experience of mental ill-health in schools, youth services and colleges. Furthermore, we partnered with Compass Elevation to form Youth Drugs and Wellbeing Awareness Council, where we planned to work with 13–20-year-olds to research and shape awareness of the relationship between substance misuse and mental wellbeing.

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

As well as fortnightly workshops on topics relating to health and mental health, we provided one to one support to 44 families. The project was funded by national Mind.

### **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 over 34 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 discussions. The project was funded by Jasper Conrad.

### **Cost of Living**

The Cost-of-Living crisis has affected so many of our community. During the year we ran two programmes to support people with workshops providing tips and advice and making people aware of what support is out there and available.

Funded by national Mind we provided 8 workshops, 6 in person and 2 online helping over 200 people.

**Funded by Jean & Derek King Trust** Mind in Harrow provided 14 cost of living workshops specifically aimed at older people. 332 older people attended our workshops. We also delivered 12 outreach sessions supporting a further 311 older people.

The workshops were delivered with staff and peer volunteers, and we provide training to 17 peer volunteers to support this project.

### **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. The project is currently with Harrow Council at planning applications stage.



### **Other Income Generation**

#### Mind Shop in Harrow

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 in 2020/21 was over £10,000.

#### Community fundraising

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 11.

### **Thank you**

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

## **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 £1.00.

### **The Board of Trustees (Management Committee)**

We offer an opportunity for people to be co-opted members of the Board of Trustees. 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 50% 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 and Business Sub-Committee, and the Performance and Quality Sub-Committee.

The Finance Sub-Committee met twice during the year; the Performance and Quality Sub-Committee also met twice. Each -committee is made up of 3 trustees.

### **Scheme of Delegation**

The Trustees have independent control over and legal responsibility for the charity. The Board of Trustees meet 5 times in the 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 supervise 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, Head of Finance and Head of Services. Annual pay awards for all staff are set by the Board of Trustees by applying a similar percentage increase across all posts.

### **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. A risk register is updated by the Chief Executive and reviewed at each board meeting.

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

#### How the trustees plan to manage these risks

The charity has been able to maintain the confidence of funders, commissioners, and wider stakeholders through the year. We hold a risk register which is reviewed at each board meeting.

### 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. 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 and Mind in Harrow passed this in July 2023.

In order to pass the MQM 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.

## **ETHICAL FUNDRAISING POLICIES**

### **Protecting Vulnerable People**

Mind in Harrow has a Safeguarding Children and Young People Policy, a Safeguarding Adults 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 the year 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 Income Generation Approach**

Mind in Harrow has a fundraising policy and a 3-year Growth Strategy for 2024 – 2026 which sets out our approach to income generation. The growth strategy aims to diversify our income sources.

In 2023 – 2024 no complaints were received regarding our fundraising practices.

## **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.

- Jean & Derek King Charitable Trust
- Jaspar Foundation
- London Community Foundation
- London Marathon Charitable Trust
- Mind
- Mahavir Foundation
- Young Harrow Foundation

## **INDIVIDUALS, CHARITY OF THE YEAR & LOCAL ORGANISATIONS**

Special mentions to go KPSUK, Rotary Club of Pinner, Charterhouse Accountants, Life in London Trust, Kingsbury Lions Club, Nower Hill School and to the many wonderful donors and fundraisers who have skydived, cycled and even completed 'Tough Mudders' 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 or gave us a gift in their will.

## **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**

- Access Group Foundation
- City Bridge Trust
- Crown Street Endowment Fund
- Community-led Housing London
- Harrow Giving
- The Henry Smith Charity
- Garfield Weston

## **Lottery & national Funders**

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

## **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.

## **Our Volunteers**

We are particularly indebted to our wonderful team of volunteers 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.

## **FINANCIAL REVIEW**

### **Summary**

In 2023-24 our annual income is £1,255,187, a decrease of 13% on the prior year, and is attributed to the loss of the Talking Therapies contract

In 2023-24 our reserves decreased by £71,619 from £768,189 to £696,570. Following the loss of the Talking Therapies contract action was taken to mitigate the impact on unrestricted funds resulting in a deficit of £26,948 which has been met from general funds. £44,671 of restricted reserves carried forward has been applied to give the overall deficit of £71,619.

We have been fortunate to have continued funding for our Somali Hayaan project, Stepping Stones courses, User Involvement Project, HeadsUp youth wellbeing project, and the Support & Wellbeing Information Service.

### **Fundraising performance**

We employ a professional Grants & Community Fundraising Manager who specialises in applications to grant-making trusts and the Big Lottery Fund, and one day per week on other fundraising activities.

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

Our voluntary donations income for 2023 - 24 was £59,986 exceeded our target for the year of £20,000.

### **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, and accounted for 30% of our income during 2023-24 (25% 2022-23).

### **Investment Policy**

The Board of Trustees reviews its investment policy annually. During the 2023 -24 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 maintain free reserves to 6 months' staff salaries in response to the continued risk of income reductions from public sector bodies, low returns from bank interest, and competition for charitable trust applications.

The Trustees hold funds in designated reserves for specific purposes and following a review resolved to release £186,746 to general reserves. Based on current plans the Trustees resolved to release the Project, Development and Office Relocation Funds and continue with:

- Sustainability Investment Fund to invest in the organisation's sustainability and infrastructure through diversification of income sources (£129,288).
- Employment & Pensions Fund in light of a recent actuarial valuation provided by The Pensions Trust (£27,105).

A target for free reserves is around £407,000 based on projected salary costs for 2024/25. This will enable the charity to meet its objectives if it faces loss of income, increases in unfunded costs or delayed receipt of grants. The free reserves at 31 March 2024 are £486,144, from £326,346 at the same time last year. The increase of £159,798 is attributed to £186,746 released from Designated Reserves and the unrestricted reserve deficit of £26,948 for the year.

### **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 2023-24, 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 Jaspar 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, 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 continue to work closely with other local Minds through the West London Mental Health Collaboration to explore further opportunities and partnership options.

## **APPROVAL**

The Trustees' Annual Report on pages 3-14 was approved by the Trustees on 29<sup>th</sup> October 2024 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 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. 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).

### **Opinion on Financial Statements**

In our opinion the financial statements:

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

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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: [\[www.frc.org.uk/auditorsresponsibilities\]](http://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**

14 November 2024



**Mind in Harrow**

**Statement of financial activities (incorporating an income and expenditure account)**

**For the year ended 31 March 2024**

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
<b>Income from:</b>							
Donations and legacies	2	59,986	–	<b>59,986</b>	41,380	–	41,380
Charitable activities	3	1,002,139	169,263	<b>1,171,402</b>	991,799	384,216	1,376,015
Other trading activities	4	–	–	<b>–</b>	1,400	–	1,400
Investments	5	23,799	–	<b>23,799</b>	18,411	–	18,411
<b>Total income</b>		<b>1,085,924</b>	<b>169,263</b>	<b>1,255,187</b>	<b>1,052,990</b>	<b>384,216</b>	<b>1,437,206</b>
<b>Expenditure on:</b>							
Charitable activities	6	1,082,788	213,934	<b>1,296,722</b>	1,036,748	462,012	1,498,760
Raising Funds		30,084	–	<b>30,084</b>	30,084	–	30,084
<b>Total expenditure</b>		<b>1,112,872</b>	<b>213,934</b>	<b>1,326,806</b>	<b>1,066,832</b>	<b>462,012</b>	<b>1,528,844</b>
<b>Net movement in funds</b>		<b>(26,948)</b>	<b>(44,671)</b>	<b>(71,619)</b>	<b>(13,842)</b>	<b>(77,796)</b>	<b>(91,638)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		669,485	98,704	<b>768,189</b>	683,327	176,500	859,827
<b>Total funds carried forward</b>	17	<b>642,537</b>	<b>54,033</b>	<b>696,570</b>	<b>669,485</b>	<b>98,704</b>	<b>768,189</b>

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 2024**

	Note	£	2024 £	£	2023 £
<b>Fixed assets:</b>					
Tangible assets	12		<b>1,178</b>		2,203
			<b>1,178</b>		2,203
<b>Current assets:</b>					
Debtors	13	<b>95,330</b>		47,776	
Cash at bank and in hand		<b>640,062</b>		803,097	
		<b>735,392</b>		850,873	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	14	<b>(40,000)</b>		(84,887)	
<b>Net current assets</b>			<b>695,392</b>		765,986
<b>Total assets less current liabilities</b>			<b>696,570</b>		765,986
<b>Total net assets</b>			<b>696,570</b>		768,189
<b>The funds of the charity:</b>					
Restricted income funds	17		<b>54,033</b>		98,704
Unrestricted income funds:					
Designated funds		<b>156,393</b>		343,139	
General funds		<b>486,144</b>		326,346	
<b>Total unrestricted funds</b>			<b>642,537</b>		669,485
<b>Total charity funds</b>			<b>696,570</b>		768,189

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

Approved by the Board and authorised for issue on 29th October 2024

**Jeffrey Defries, Trustee (Chair)**

The attached notes form part of these financial statements

## Mind in Harrow

### Statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Net income for the reporting period (as per the statement of financial activities)			(71,619)		(91,638)
Depreciation charges		1,025		4,984	
Interest, dividends and rent from investments		(13,795)		(2,941)	
(Increase) / Decrease in debtors		(47,554)		35,809	
Increase in creditors		(44,887)		10,632	
			(105,211)		48,484
<b>Net cash provided by operating activities</b>			<b>(176,830)</b>		<b>(43,154)</b>
<b>Cash flows from investing activities:</b>					
Donations re Mind Retail Harrow Shop					
Bank Interest		13,795		2,941	
Purchase of fixed assets		-		(2,494)	
<b>Net cash used in investing activities</b>			<b>13,795</b>		<b>447</b>
<b>Change in cash and cash equivalents in the year</b>			<b>(163,035)</b>		<b>(42,707)</b>
Cash and cash equivalents at the beginning of the year			803,097		845,804
<b>Cash and cash equivalents at the end of the year</b>			<b>640,062</b>		<b>803,097</b>
<b>Analysis of cash and cash equivalents</b>					
	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £	
Cash in hand	803,097	(163,035)	-	640,062	
<b>Total cash and cash equivalents</b>	<b>803,097</b>	<b>(163,035)</b>	<b>-</b>	<b>640,062</b>	

## 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

- 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 2024

**2 Income from donations and legacies (all unrestricted)**

	<b>2024 Total £</b>	<b>2023 Total £</b>
Donations	59,986	41,380
	<u>59,986</u>	<u>41,380</u>

**3 Income from charitable activities**

	<b>2024</b>			<b>2023</b>		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Clinical Services	540,853	99,920	640,773	882,428	65,892	948,320
Adult Services	293,356	69,343	362,699	86,762	118,028	204,790
Youth Services	167,930	–	167,930	22,609	200,296	222,905
	<u>1,002,139</u>	<u>169,263</u>	<u>1,171,402</u>	<u>991,799</u>	<u>384,216</u>	<u>1,376,015</u>

**4 Other Trading Activities**

	<b>2024 Total £</b>	<b>2023 Total £</b>
Social Work Students	–	1,400
	<u>–</u>	<u>–</u>
	<u>–</u>	<u>1,400</u>

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**

	<b>2024 Total £</b>	<b>2023 Total £</b>
Donations re Mind Retail Harrow Shop	10,004	15,470
Bank Interest income	13,795	2,941
	<u>23,799</u>	<u>18,411</u>

## Notes to the financial statements

For the year ended 31 March 2024

## 6a Analysis of total expenditure

				2024
	Staff	Other	Support	Total
	£	£	£	£
Clinical Services	502,508	7,732	222,641	732,881
Adult Services	217,443	25,884	106,175	349,502
Youth Services	70,099	100,071	74,253	244,423
Support Costs	238,757	164,312	(403,069)	-
Total expenditure	1,028,807	297,999	-	1,326,806

## Analysis of total expenditure (2023)

				2022
	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

## 6b Analysis of Governance Costs

	2023	2022
	Total	Total
	£	£
Auditor's fees	4,000	4,000
Total Governance Costs	4,000	4,000

Notes to the financial statements

For the year ended 31 March 2024

**7 Net income for the year**

This is stated after charging / crediting:

	2024 £	2023 £
Depreciation	1,025	4,984
Operating lease rentals:		
Property	26,000	26,000
Other	1,697	3,563
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:

	2024 £	2023 £
Salaries and wages	910,274	1,095,353
Social security costs	86,956	102,937
Employer's contribution to defined contribution pension schemes	29,048	43,480
	<u>1,026,278</u>	<u>1,241,770</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 £217,869 (2023: £213,229), split as follows: Salaries £191,016, Social Security Costs £20,437, and Pensions £6,416.

The organisation paid Nil redundancy costs (2023: £Nil).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2023: £nil).



## Notes to the financial statements

For the year ended 31 March 2024

## 9 Staff numbers

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

	2024 No.	2023 No.
Direct Charitable Administration	28 4	36 4
	<b>32</b>	<b>40</b>

## 10 Related party transactions

There were no related party transactions to disclose for 2024 (2023: £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 £
<b>Cost or valuation</b>			
At the start of the year	42,656	14,031	56,687
Additions in year	–	–	–
Disposals in year	–	–	–
	<b>42,656</b>	<b>14,031</b>	<b>56,687</b>
At the end of the year	42,656	14,031	56,687
At the start of the year	40,453	14,031	54,484
Charge for the year	1,025	–	1,025
Eliminated on disposal	–	–	–
	<b>41,478</b>	<b>14,031</b>	<b>55,509</b>
At the end of the year	41,478	14,031	55,509
<b>Net book value</b>			
At the end of the year	<b>1,178</b>	<b>–</b>	<b>1,178</b>
At the start of the year	2,203	–	2,203

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2024

13 Debtors

	2024 £	2023 £
Trade debtors	85,326	32,306
Accrued Income	10,004	15,470
	<u>95,330</u>	<u>47,776</u>

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	4,245	14,993
Other creditors	9,493	18,409
Accruals	20,484	14,682
Deferred income (Note 15)	–	29,091
Pension Creditor	4,082	4,082
Pension Provision within one year	1,696	3,630
	<u>40,000</u>	<u>84,887</u>

15 Deferred income

	2024 £	2023 £
Balance at the beginning of the year	29,091	5,878
Amount released to income in the year	(29,091)	(5,878)
Amount deferred in the year	–	29,091
	<u>–</u>	<u>29,091</u>

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2024/25.

## Notes to the financial statements

For the year ended 31 March 2024

## 16 Analysis of net assets between funds

	Designated £	General £	Restricted £	Total funds £
Tangible fixed assets	1,178	–	–	1,178
Net current assets	155,215	486,144	54,033	695,392
<b>Net assets at the end of the year</b>	<b>156,393</b>	<b>486,144</b>	<b>54,033</b>	<b>696,570</b>

## Comparative Analysis of net assets between funds (2023)

	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	–	–	–	–
<b>Net assets at the end of the year</b>	<b>343,139</b>	<b>326,346</b>	<b>98,704</b>	<b>768,189</b>

## Notes to the financial statements

For the year ended 31 March 2024

## 17 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
<b>Clinical Services</b>					
Hayaan – Mind & Mercia fund		25,496	(25,496)	–	–
Befriending		10,425	(10,425)	–	–
Diya South Asian group		5,000	(5,000)	–	–
SMI Physical Health Checks Promotion	43,767	–	(43,767)	–	–
Cost of Living – London Marathon		21,000	–		21,000
Cost of Living – Jean & King		37,999	(34,666)		3,333
<b>Youth Services</b>	–	–	–	–	–
HeadsUp CAMHS waiting list	34,735	–	(34,735)	–	–
<b>Adult Services</b>					
Stepping Stones		39,643	(39,643)	–	–
On Your Side – HS	20,202	29,700	(20,202)	–	29,700
<b>Total restricted funds</b>	<b>98,704</b>	<b>169,263</b>	<b>(213,934)</b>	<b>–</b>	<b>54,033</b>
<b>Unrestricted funds:</b>					
<b>Designated funds:</b>					
Projects Fund	51,139	–	–	(51,139)	–
Development Fund	40,000	–	–	(40,000)	–
Office Relocation Reserve	37,000	–	–	(37,000)	–
Employment & Pensions Fund	140,000	–	–	(112,895)	27,105
Sustainability Investment Fund	75,000	–	–	54,288	129,288
<b>Total designated funds</b>	<b>343,139</b>	<b>–</b>	<b>–</b>	<b>(186,746)</b>	<b>156,393</b>
<b>General funds</b>	<b>326,346</b>	<b>1,085,924</b>	<b>(1,112,872)</b>	<b>186,746</b>	<b>486,144</b>
<b>Total unrestricted funds</b>	<b>669,485</b>	<b>1,085,924</b>	<b>(1,112,872)</b>	<b>–</b>	<b>642,537</b>
<b>Total funds including pension fund</b>	<b>768,189</b>	<b>1,255,187</b>	<b>(1,326,806)</b>	<b>–</b>	<b>696,570</b>

## **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 the community befriending service to people in Harrow isolated by their mental health.

##### **Diya South Asian Group – Jasper Foundation**

Support ongoing activities with the South Asian community.

##### **SMI Physical Health Checks – NHS North West London**

To promote physical health checks within the Community

##### **Cost of Living – London Marathon**

Support people with their physical health workshops providing tips and advise and making people aware of what support is available.

##### **Cost of Living – Jean & Derek King Trust**

Cost of living workshops and outreach sessions specifically aimed at older people delivered with staff and peer volunteers to support the project.

#### **Youth Services**

##### **HeadsUp CAMHS waiting list – Young Harrow Foundation**

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

#### **Adult Services**

##### **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.

### Designated Funds

#### **Employment & Pensions Fund**

Funds held to cover the additional costs of compliance with Employment Legislation in respect of 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 2024

## Movements in funds (2023)

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
<b>Clinical Services</b>					
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)	–	<b>43,767</b>
<b>Youth Services</b>					
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)	–	<b>34,735</b>
HeadsUp CPD wkshps YHF CNWL	14,000	–	(14,000)	–	–
<b>Adult Services</b>					
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)	–	<b>20,202</b>
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)	–	–
<b>Total restricted funds</b>	<b>176,500</b>	<b>384,216</b>	<b>(462,012)</b>	<b>–</b>	<b>98,704</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Projects Fund	51,139	–	–	–	<b>51,139</b>
Development Fund	40,000	–	–	–	<b>40,000</b>
Office Relocation Reserve	37,000	–	–	–	<b>37,000</b>
Employment & Pensions Fund	140,000	–	–	–	<b>140,000</b>
Sustainability Investment Fund	75,000	–	–	–	<b>75,000</b>
<b>Total designated funds</b>	<b>343,139</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>343,139</b>
<b>General funds</b>	<b>340,188</b>	<b>1,052,990</b>	<b>(1,066,832)</b>	<b>–</b>	<b>326,346</b>
<b>Total unrestricted funds</b>	<b>683,327</b>	<b>1,052,990</b>	<b>(1,066,832)</b>	<b>–</b>	<b>669,485</b>
<b>Total funds including pension fund</b>	<b>859,827</b>	<b>1,437,206</b>	<b>(1,528,844)</b>	<b>–</b>	<b>768,189</b>

## Notes to the financial statements

**For the year ended 31 March 2024****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	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	-	19,500	-	3,141
One to five years		-		-
Over five years				
<b>Total Operating Lease commitment</b>	-	19,500	-	3,141

**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.

## Notes to the financial statements

## For the year ended 31 March 2024

## 20. 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)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

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

**Deficit contributions**

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 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 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)
Present value of provision (discounted)	1,696	3,630	5,694

**RECONCILIATION OF OPENING AND CLOSING PROVISIONS**

	Period 31 March 2024 (£s)	Period 31 March 2023 (£s)
Provision at start of period	3,630	5,694
Unwinding of the discount factor (interest expense)	139	107
Deficit contribution paid	(2,074)	(2,074)
Remeasurements – impact of any change in assumptions	1	(97)
Remeasurements – amendments to the contribution schedule	–	–
Provision at end of period	<u>1,696</u>	<u>3,630</u>



## Notes to the financial statements

For the year ended 31 March 2024

20. Pension schemes continued)  
INCOME AND EXPENDITURE IMPACT

	Period 31 March 2024 (£s)	Period 31 March 2023 (£s)
Interest expense	139	107
Remeasurements – impact of any change in assumptions	1	(97)
Remeasurements – amendments to the contribution schedule	–	–
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	<u>*</u>	<u>*</u>

\*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 2024  % per annum	31 March 2023  % per annum	31 March 2022  % per annum
Rate of discount	5.31	5.52	2.35

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 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)
Year 1	1,729	2,074	2,074
Year 2	–	1,729	2,074
Year 3	–	–	1,729
Year 4	–	–	–
Year 5	–	–	–
Year 6	–	–	–
Year 7	–	–	–
Year 8	–	–	–
Year 9	–	–	–
Year 10	–	–	–
	<u>1,729</u>	<u>3,803</u>	<u>5,877</u>



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