



Mind in Harrow

Registered Charity Number 1067480
Registered Company Number 03351324

Trustees' Annual Report & Financial Statements

Year Ended 31 March 2025

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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

Komal Raja

Sue Hammond

Adelle Henry

Colin Powell

Appointed 28th January 2025

Resigned 11th October 2024

Resigned 28th January 2025

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
Neil Hedgecock	Head of Finance
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

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 it serves. I particularly want to mention Adelle Henry who was a valued trustee and Colin Powell, our safeguarding trustee lead who both stepped down in the year.

I am pleased to welcome Sue Hammond, who joined us as Trustee and our new safeguarding trustee lead. Sue brings a wealth of experience and knowledge as an ex-head of a large school in Harrow which will support our work with children and young people.

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

As the charity sector as a whole continues to work through economic and social challenges, including the cost-of-living crisis our services are needed more than ever.

We have seen an increase in people with mental health concerns coming to us. Many with anxiety brought on by concerns over finances, energy and housing, and not feeling they are receiving support from overstretched public services.

Sadly, we will continue to see more and more people come to us for help, advice and support. Many of them are facing real hardships and difficulties with a clear impact on their mental wellbeing. Our services are needed more than ever.

Under Anna Ware's leadership we have focused on the one hand on providing services needed by our communities and on the other by continuing to work towards achieving a clear growth strategy. We cannot pretend that it has been an easy year nor that next year will be any easier.

There is no magic wand that will enable us to be raising the funding we need to continue our work programme and its delivery, but we shall continue trying to diversifying our income streams and create a solid financial base.

More positively we are extremely proud to have grown our volunteer programme, having trained 46 new volunteers, who have provided over 1400 hours over the year.

During the year we have done some important "groundwork" to enhance our data collection and evidence the importance and difference our work makes to those who use our services.

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.

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 and trustees in support to deliver on these ambitions.

Jeffrey Defries

OUR VISION, MISSION & 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

In this year we adopted the new values set out by national Mind. With the Mind network we took part in focus groups and provided feedback to ensure the values are meaningful. The values have been created by the people for the people:

- We put people first
- We are stronger together
- We speak up for what's right
- We never stop learning
- We demand better for mental health

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 on 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.

We have had many significant achievements over the year, which will enable us to support more service users over the coming year. We are confident in delivering high quality services.

We are incredibly proud to have funding for a men's peer mental health group, expand our Mental health champions project and support our south Asian community with our DIYA project.

Safeguarding

We believe that no one should experience abuse or harm, and we take our responsibility to keep the people we support safe from harm. We promote safeguarding and promote the best interest of the people we support.

We are pleased to have Sue Hammond, as our Trustee safeguarding lead.

We are also pleased to announce we are now a Harrow Safe Haven.

OUR SERVICES

Service user Involvement & Harrow User Group (HUG)

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

Over the year Harrow User Group (HUG) has over 212 registered members. We hosted 4 forums, reaching 189 residents. Our December forum had 73 attendees, the most we have ever had at any forum.

We also supported Harrow Council, with the 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, facilitating consultation meetings in person and on line.

The 8 HUG representatives attended a total of 18 meetings, 8 ward visits and 3 PLACE Inspections.

Mental Health Champions

Our Mental Health Champions project, funded through Harrow Giving is a peer led project. Our peer volunteers are provided with training and 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 which can support recovery and better mental health, reducing isolation.

In the year we inducted 20 champions who provided outreach to 2130 people at 54 events.

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 2024/24 funding for Stepping Stones was provided by the ICB North West London, London Marathon, Sports England and Garfield Western. The focus has been on delivering physical activity courses including yoga, Pilates, Forest therapy, Walking and Bollywood dancing in mainstream venues.

We held a total of 194 courses, supporting 182 clients, of which 106 were new referrals to us. In total there were 2036 attendees.

DIYA South Asian group

Mind in Harrow's groups for the South Asian Community address stigma and provide culturally appropriate mental health support and sessions include cultural festivals, activities such as yoga, arts and crafts as well as mental wellbeing talks and discussions. The project is peer led.

The group ran 12 sessions over the year, with 336 attendees across the 12 sessions.

Funding was provided by Jasper Foundation until July 2024, Frustrated Communications from July to December and national Mind from December.

Centre for Warmth – Cadent

Funded by Cadent through Harrow Giving, we have been a Centre for warmth since October 2024. The Centre for warmth is open weekly and provides a safe space for people to come for advice on gas and energy. We have held a total of 26 events, reaching 125 people.

Warm Hub – Men's Group

Funded through Harrow Giving our warm hub was set up in December to specifically support men with mental health needs. This project is peer led and has been a valuable additional to our work. The men meet weekly for lunch and to support each other, discussing their mental health and agree activities, which have included walking, ping pong, snooker We have held 17 sessions, supporting 33 men.

Leadership and Resilience

Our leadership and resilience project was set up to help strengthen the voice and leadership of Harrow's residents with mental ill health so that they can better influence and shape local services.

Funded from City Bridges Bridging Divides Programme we have been able to train volunteers over the year. These peer volunteers then went on to deliver 246 events/outreach session reaching 1436 people.

Mental Health Information Service and Helpline

The Information Service is the only mental health specialist service of its type in Harrow. We have a dedicated telephone helpline and directory of services on our website, The telephone helpline is delivered jointly by our staff and a team of skilled volunteers.

The helpline supported 730 people across the year. Callers wanted support with counselling services, suicide, specific ethnic services, support accessing NHS services, volunteering and accessing activities.

The online Mental Health Directory (directory.mindinharrow.org.uk), lists over 300 local, regional, and national services and a range of accessible factsheets.

The helpline was funded by the ICB and Peter Stebbings.

SWiSH Information Service

Support and Wellbeing Information Service Harrow (SWiSH), is Harrow's local Care Act Information and Advice Service. It is provided through a consortium with five other local charities; Harrow Together, Age UK HH&B, Harrow Carers, Community Connex and HAD.

The combined service supported 7,891 individuals. There were 20,281 contacts made, over treble the number of contacts in 23/24. 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 three other voluntary organisations: Paiwand (Solidarity & Support for

Refugees), Centre for ADHD and Autism Support and The WISH Centre. We also work with Mosaic LGBT Youth Centre, who were part of the consortium previously.

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.

In 24/25, Mind in Harrow reached 1,600 young people across 25 workshops. Feedback from young people who attended our workshops was really positive with 94% stated they had an increase in awareness of their mental health and wellbeing and 86% stated that they had an increased resilience to care for their own mental health.

The partners attended 55 networking events and supported 80 professionals to better understand CYP mental health and the difference our model can make to those marginalised.

The Heads Up partners supported 329 young people with therapeutic support interventions by the partners.

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 secured GLA funding to take it to planning stage. The project is now with Harrow council awaiting planning permission.

Projects which ended in 24/25

Hayaan Project

Hayaan is a unique Somali mental health project promoting equality & civil rights for Somalis experiencing multiple-disadvantage locally and across London.

The Hayaan project's funded ended March 24, but due to the need the Trustees agreed to continue funding the project's fortnightly workshops, whilst we applied for further funding. Sadly, we did close the project at the end of August 2024 as no further funding had been secured. I can report that National Lottery Reaching Communities is funding the project from April 2025 until December 2029.

On Your Side

On Your Side, funded by Henry Smith, provided one to one support through peer advocacy. In its final year the project supported 21 service users to navigate through the welfare and mental health systems.

Cost Of living Workshops

Funded by Jean and Derek King Trust provided funding in 23/24 which ran over in this year. Over the 12 months we provided 14 cost of living workshops specifically aimed at older people, which 332 older people attended.

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 2024/25 was over £9,000.

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 10.

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 £1.00.

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 Business and Finance Sub-Committee, and the Performance and Quality Sub-Committee.

The Sub-Committee's meet twice a year. 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 meets quarterly. 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, Service Manager and the Grants and Community Fundraising Manager. 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 Mind:

- complete a self-assessment toolkit for evaluating achievements and areas for improvement across 20 quality standards with 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 2024 – 2025 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.

INDIVIDUALS, CHARITY OF THE YEAR & LOCAL ORGANISATIONS

An enormous thank you to the many individuals, organisations and companies who have been sponsored, ran, walked and cycled to raise money to help make Harrow the best place to talk about and take care of our mental health and wellbeing. Special thanks to Centurion Management, Chameleons Theatre, Pinner High School, Pinner Rotary Club and Waitrose South 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.

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

Statutory Funders

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

Lottery & National Funders

- National Lottery Community Fund
- Sport England

Grant making Trusts & Charities

- City Bridge Trust
- Crown Street Endowment Fund
- Harrow Giving and Cadent
- Harrow Together
- Garfield Weston
- Jean & Derek King Charitable Trust
- Jaspar Foundation
- London Marathon Charitable Trust
- Mind ASICS
- Mahavir Foundation
- Peter Stebbings
- Young Harrow Foundation
- Frustrated Communications

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 2024/25 our annual income is £477,368, a decrease of 62% on the prior year, and is attributed to the loss of the Talking Therapies contract

In 2024/25 our reserves decreased by £184,834 from £696,570 to £511,736. Following the loss of the Talking Therapies contract action was taken to mitigate the impact on unrestricted funds resulting in a deficit of £165,830 which has been met from general funds. £19,004 of restricted reserves carried forward has been applied to give the overall deficit of £184,834.

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.

Our restricted reserves decreased to £35,029 (2024: £54,033), which represents funds received in advance on a number of projects as set out in note 16).

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 2024/25 was £20,679 exceeded our target for the year of £20k.

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 supporting 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 1,000 hours to Mind in Harrow activities during the year.

Principal Funding Sources

During 2024/25 grant making trusts became the principle form of funding from being 30% in 2023/24 to becoming 43% of the income generated in the year. Statutory bodies (Harrow Council, NHS Harrow CCG, and CNWL NHS Foundation Trust) represent 23% of the funds a fall from 60% the prior year 2023/24.

Investment Policy

The Board of Trustees reviews its investment policy annually. During the 2024/25 Mind in Harrow consolidated its cash deposits and managed them through the CAF deposit platform through which 3-6 month notice accounts were held with various institutions.

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 utilised £89,750 investing in building capacity to diversifying the organisation's income base. Designated reserves are made up on two funds:

- Sustainability Investment Fund to invest in the organisation's sustainability and infrastructure through diversification of income sources (£39,538).
- 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 as at 31 March 2025 are £410,064, from £486,144 at the same time last year. The

increase of £76,080 is attributed to £89,750 released from Designated Reserves set against the unrestricted reserve deficit of £165,830 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 2024/25, 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 Jasper 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 24th July 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Jeffrey Defries', written in a cursive style.

Jeffrey Defries, Trustee (Chair)

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.

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 2025 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 2025 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]. 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

30 July 2025

Mind in Harrow

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

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	20,679	–	20,679	59,986	–	59,986
Charitable activities	3	158,656	277,134	435,790	1,002,139	169,263	1,171,402
Investments	4	20,899	–	20,899	23,799	–	23,799
Total income		200,234	277,134	477,368	1,085,924	169,263	1,255,187
Expenditure on:							
Charitable activities	5	335,980	296,138	632,118	1,082,788	213,934	1,296,722
Raising Funds		30,084	–	30,084	30,084	–	30,084
Total expenditure		366,064	296,138	662,202	1,112,872	213,934	1,326,806
Net movement in funds		(165,830)	(21,004)	(184,834)	(26,948)	(44,671)	(71,619)
Reconciliation of funds:							
Total funds brought forward		642,537	54,033	696,570	669,485	98,704	768,189
Total funds carried forward	16	476,707	35,029	511,736	642,537	54,033	696,570

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 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	11		<u>346</u>		<u>1,178</u>
			346		1,178
Current assets:					
Debtors	12	62,441		95,330	
Cash at bank and in hand		<u>475,033</u>		<u>640,062</u>	
		537,474		735,392	
Liabilities:					
Creditors: amounts falling due within one year	13	<u>(26,084)</u>		<u>(40,000)</u>	
Net current assets			<u>511,390</u>		<u>695,392</u>
Total assets less current liabilities			<u>511,736</u>		<u>696,570</u>
Total net assets			<u><u>511,736</u></u>		<u><u>696,570</u></u>
The funds of the charity:	16				
Restricted income funds			35,029		54,033
Unrestricted income funds:					
Designated funds		66,643		156,393	
General funds		<u>410,064</u>		<u>486,144</u>	
Total unrestricted funds			<u>478,707</u>		<u>642,537</u>
Total charity funds			<u><u>511,736</u></u>		<u><u>696,570</u></u>

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 24th July 2025



Jeffrey Defries, Trustee (Chair)

The attached notes form part of these financial statements

Statement of cash flows

For the year ended 31 March 2025

	Note	2025 £	£	2024 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			(184,834)		(71,619)
Depreciation charges		–		1,025	
Interest, dividends and rent from investments		(14,662)		(13,795)	
(Increase) / Decrease in debtors		32,889		(47,554)	
Increase in creditors		(13,916)		(44,887)	
			4,311		(105,211)
Net cash provided by operating activities			(180,523)		(176,830)
Cash flows from investing activities:					
Donations re Mind Retail Harrow Shop					
Bank Interest		14,662		13,795	
Purchase of fixed assets		832		–	
Net cash used in investing activities			15,494		13,795
Change in cash and cash equivalents in the year			(165,029)		(163,035)
Cash and cash equivalents at the beginning of the year			640,062		803,097
Cash and cash equivalents at the end of the year			475,033		640,062
Analysis of cash and cash equivalents					
	At 1 April 2024 £	Cash flows £	Other changes £	At 31 March 2025 £	
Cash in hand	640,062	(165,029)	–	475,033	
Total cash and cash equivalents	640,062	(165,029)	–	475,033	

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 2025

2 Income from donations and legacies (all unrestricted)

	2025 Total £	2024 Total £
Donations	20,679	59,986
	<u>20,679</u>	<u>59,986</u>

3 Income from charitable activities

	2025			2024		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Clinical Services	-	-	-	540,853	99,920	640,773
Adult Services	158,656	146,339	304,995	293,356	69,343	362,699
Youth Services	-	130,795	130,795	167,930	-	167,930
	<u>158,656</u>	<u>227,134</u>	<u>435,790</u>	<u>1,002,139</u>	<u>169,263</u>	<u>1,171,402</u>

4 Investment Income

	2025 Total £	2024 Total £
Donations re Mind Retail Harrow Shop	6,237	10,004
Bank Interest income	14,622	13,795
	<u>20,899</u>	<u>23,799</u>

5a Analysis of total expenditure

	2025		
	Staff £	Other £	Support £
Clinical Services	-	-	-
Adult Services	190,816	43,801	224,417
Youth Services	30,483	73,358	99,327
Support Costs	209,594	114,150	(323,744)
Total expenditure	<u>430,893</u>	<u>231,309</u>	<u>-</u>

Analysis of total expenditure (2024)

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

5b Analysis of Governance Costs

	2025 Total £	2024 Total £
Auditor's fees	4,800	4,000
Total Governance Costs	<u>4,800</u>	<u>4,000</u>

Notes to the financial statements

For the year ended 31 March 2025

6 Net income for the year

This is stated after charging / crediting:

	2025 £	2024 £
Depreciation	–	1,025
Operating lease rentals:		
Property	26,000	26,000
Other	1,697	1,697
Auditors' remuneration (excluding VAT):		
Audit	4,000	3,333
	<u>4,000</u>	<u>3,333</u>

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

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	377,640	910,274
Social security costs	34,578	86,956
Employer's contribution to defined contribution pension schemes	14,487	29,048
	<u>426,705</u>	<u>1,026,278</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 (2024: £213,229), split as follows: Salaries £191,016, Social Security Costs £20,437, and Pensions £6,416.

The organisation paid Nil redundancy costs (2024: £Nil).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil).
No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2024: £nil).

8 Staff numbers

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

	2025 No.	2024 No.
Direct Charitable	11	28
Administration	4	4
	<u>15</u>	<u>32</u>

9 Related party transactions

There were no related party transactions to disclose for 2025 (2024: £nil).

Notes to the financial statements

For the year ended 31 March 2025

10 Taxation

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

11 Tangible fixed assets

	Office Equipment Fixtures and Fittings £	Unlisted Investments £	Total £
Cost or valuation			
At the start of the year	42,656	14,031	56,687
Additions in year	(832)	–	(832)
Disposals in year	–	–	–
	<hr/>	<hr/>	<hr/>
At the end of the year	41,824	14,031	55,855
	<hr/>	<hr/>	<hr/>
At the start of the year	41,478	14,031	55,509
Charge for the year	–	–	–
Eliminated on disposal	–	–	–
	<hr/>	<hr/>	<hr/>
At the end of the year	41,478	14,031	55,509
	<hr/>	<hr/>	<hr/>
Net book value			
At the end of the year	346	–	346
	<hr/>	<hr/>	<hr/>
At the start of the year	1,178	–	1,178
	<hr/>	<hr/>	<hr/>

All of the above assets are used for charitable purposes.

12 Debtors

	2025 £	2024 £
Trade debtors	46,199	85,326
Prepayments	–	–
Accrued Income	16,242	10,004
	<hr/>	<hr/>
	62,441	95,330
	<hr/>	<hr/>

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	6,210	4,245
Other creditors	7,443	9,493
Accruals	4,800	20,484
Deferred income (Note 15)	–	–
Pension Creditor	4,082	4,082
Pension Provision within one year	3,549	1,696
	<hr/>	<hr/>
	26,084	40,000
	<hr/>	<hr/>

Notes to the financial statements

For the year ended 31 March 2025

14 Deferred income

	2025 £	2024 £
Balance at the beginning of the year	–	29,091
Amount released to income in the year	–	(29,091)
Amount deferred in the year	–	–
	<hr/>	<hr/>
Balance at the end of the year	–	–
	<hr/>	<hr/>

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2025/25.

15 Analysis of net assets between funds

	Designated £	General £	Restricted £	Total funds £
Tangible fixed assets	346	–	–	346
Net current assets	66,297	412,064	33,029	511,390
	<hr/>	<hr/>	<hr/>	<hr/>
Net assets at the end of the year	66,643	412,064	33,029	511,736
	<hr/>	<hr/>	<hr/>	<hr/>

Comparative Analysis of net assets between funds (2024)

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

Notes to the financial statements

For the year ended 31 March 2025

16 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Adult Services					
Hayaan – Mind & Mercia fund		2,499	(2,499)	–	–
Diya South Asian group		7,250	(6,313)	–	938
Mind's Refugee and Asylum Seekers Mental Health		10,000	(3,333)		6,667
Increasing Resilience Leadership (Citybridge)		47,700	(47,700)		–
SMI Physical Health Checks Promotion		8,733	(8,733)	–	–
Stepping Stones (London Marathon)	21,000	21,000	(31,500)		10,500
Stepping Stones (Sports England)		35,158	(31,621)		3,537
Stepping Stones (Garfield Weston Foundation)		10,000	(5,000)		5,000
Cost of Living – Jean & Derek King Trust	3,333	1,999	(5,332)		–
Helpline – Frustrated Communications		2,000			2,000
On Your Side – HS	29,700	–	(29,700)	–	–
Youth Services	–	–	–	–	–
Reaching communities (National Lottery)	–	130,795	(124,408)	–	6,387
Total restricted funds	54,033	277,134	(296,138)	–	35,029
Unrestricted funds:					
Designated funds:					
Employment & Pensions Fund	27,105	–	–	–	27,105
Sustainability Investment Fund	129,288	–	–	(89,750)	39,538
Total designated funds	156,393	–	–	(89,750)	66,643
General funds	486,144	200,234	(366,064)	89,750	410,064
Total unrestricted funds	642,537	200,234	(366,064)	–=	476,707
Total funds including pension fund	696,570	477,368	(662,202)	–=	511,736

Notes to the financial statements

For the year ended 31 March 2025

Purposes of restricted funds

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.

Diya South Asian Group – Jasper Foundation

Support ongoing activities with the South Asian community.

Mind's Refugee and Asylum Seekers Mental Health Support Fund

Undertake mental health activities for refugees and asylum seekers

Increasing Resilience Leadership programme – CityBridge

To provide funds to strengthen the voice and leadership skills of Harrow residents with mental ill health so that they can better influence and shape local services.

SMI Physical Health Checks – NHS North West London

To promote physical health checks within the Community

Stepping Stones – London Marathon, Sports England, Garfield Weston

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

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.

Helpline – Frustrated Communications

Provision of a helpline.

Reaching communities (National Lottery)

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

On Your Side Peer Support – Henry Smith Charity

Purposes of 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 2025

Movements in funds (2024)

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Clinical Services					
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 & Derek King Trust		37,999	(34,666)		3,333
Youth Services	–	–	–	–	–
HeadsUp CAMHS waiting list	34,735	–	(34,735)	–	–
Adult Services					
Stepping Stones		39,643	(39,643)	–	–
On Your Side – HS	20,202	29,700	(20,202)	–	29,700
Total restricted funds	98,704	169,263	(213,934)	–	54,033
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	–	–	(112,895)	27,105
Sustainability Investment Fund	75,000	–	–	54,288	129,288
Total designated funds	343,139	–	–	(186,746)	156,393
General funds	326,346	1,085,924	(1,112,872)	186,746	486,144
Total unrestricted funds	669,485	1,085,924	(1,112,872)	–	642,537
Total funds including pension fund	768,189	1,255,187	(1,326,806)	–	696,570

17 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 2025

18. 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 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.16m. 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 2025 to 31 March 2028:		£2,100,000 per annum	(payable monthly)
-------------------------------------	--	----------------------	-------------------

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 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 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)
---------------------------------------	----------------------	-------------------

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 2025 (£s)	31 March 2024 (£s)	31 March 2023 (£s)
Present value of provision (discounted)	3,549	1,696	3,630

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period 31 March 2025 (£s)	Period 31 March 2024 (£s)
Provision at start of period	1,696	3,630
Unwinding of the discount factor (interest expense)	45	139
Deficit contribution paid	(1,729)	(2,074)
Remeasurements – impact of any change in assumptions	22	1
Remeasurements – amendments to the contribution schedule	3,515	–
Provision at end of period	<u>3,549</u>	<u>1,696</u>

Notes to the financial statements

For the year ended 31 March 2025

20. Pension schemes continued)
INCOME AND EXPENDITURE IMPACT

	Period 31 March 2025 (£s)	Period 31 March 2024 (£s)
Interest expense	45	139
Remeasurements – impact of any change in assumptions	22	1
Remeasurements – amendments to the contribution schedule	3,515	–
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 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Rate of discount	4.84	5.31	5.52

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 2025 (£s)	31 March 2024 (£s)	31 March 2023 (£s)
Year 1	1,266	1,729	2,074
Year 2	1,266	–	1,729
Year 3	1,266	–	–
Year 4	–	–	–
Year 5	–	–	–
Year 6	–	–	–
Year 7	–	–	–
Year 8	–	–	–
Year 9	–	–	–
Year 10	<u>–</u>	<u>–</u>	<u>–</u>
	<u>3,798</u>	<u>1,729</u>	<u>3,803</u>



Mind in Harrow

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